

BOARD OF EDUCATION MEETING

October 14, 2015

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: Special Meeting and Executive Session of July 28, 2015*
- *Approval of Minutes: Regular Meeting and Executive Session of September 9, 2015*
- *Approval of District 205 Bills dated: September 11, September 18, September 25, October 2 and October 9, 2015*
- *Personnel: Approval of Resignations, Leave of Absence and Employment dated October 14, 2015*
- *Health Insurance Benefits for Full-time Permanent Substitute Teachers*
- *Settlement of Grievance No. 072815*

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

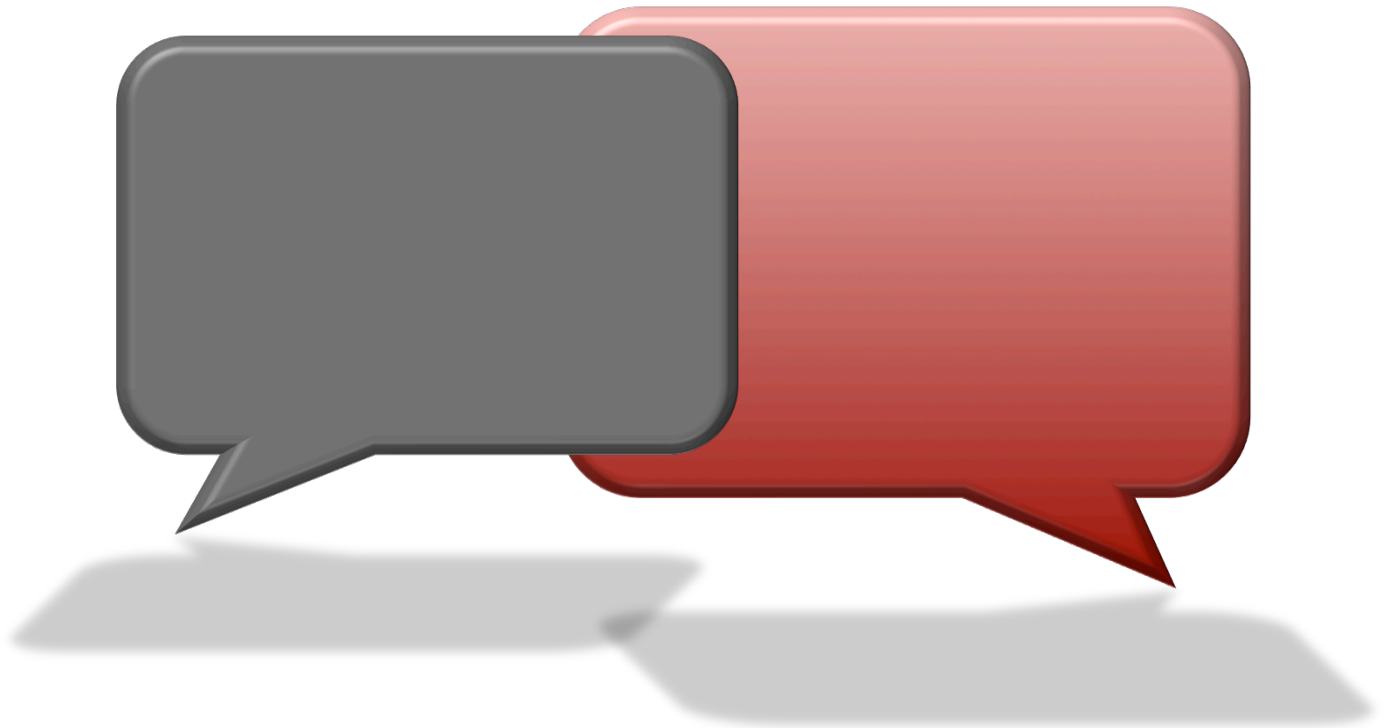
- *Mr. Fickes*

FOIA



Communications

- *Mr. Fickes*



Communications

NBC's Chicago Fire utilized TR's football field for filming of the show and will be aired on the November 10th episode of the series. Make sure to check it out.



Communications

On October 9, 2015 Thornridge High School was featured on the ABC 7 News Friday Flyover. The opportunity to be featured on ABC 7's Flyover provided TR the chance to be recognized as one of the best schools in the South Suburban Area! For more pictures, video and more information go to abc7chicago.com and search: [Thornridge ABC7 Fly Over](#)



Communications

Principal Ratliff and Biology Teacher Ferris Williams met with Chicago State University's Center For Urban Research and Education (CURE). The CURE has expressed a desire to support TTHS in its' full implementation of Restorative Justice discipline practices.



Communications

The Jassac Charitable Foundation, Inc. and the Joliet Area/South Suburban Alumnae Chapter of Delta Sigma Theta Sorority, Inc. will host a one day Exhibition of the Sorority's Five Point Programmatic Thrust Committees. This Expo is an opportunity for residents of all ages to receive basic health screenings, gather information from local healthcare and social service agencies, speak with individuals regarding their financial future as well as receive information regarding records being expunged in Cook County.

*This event will be held in Thornton High School's field house on
Saturday, October 17, 2015, 8:00am to 4:00pm.*

Communications

TTHS's Varsity Football team was highlighted by Comcast Sports Net Chicago as "High School Lites Team of the Week". It aired on Friday, October 2nd at 11:00pm on CSN Chicago.



COMCAST SPORTS CHANNEL
IS FEATURING OUR WILDCATS
OCTOBER 2ND @ 11:00 P.M

MADE WITH
FONT CANDY

Communications

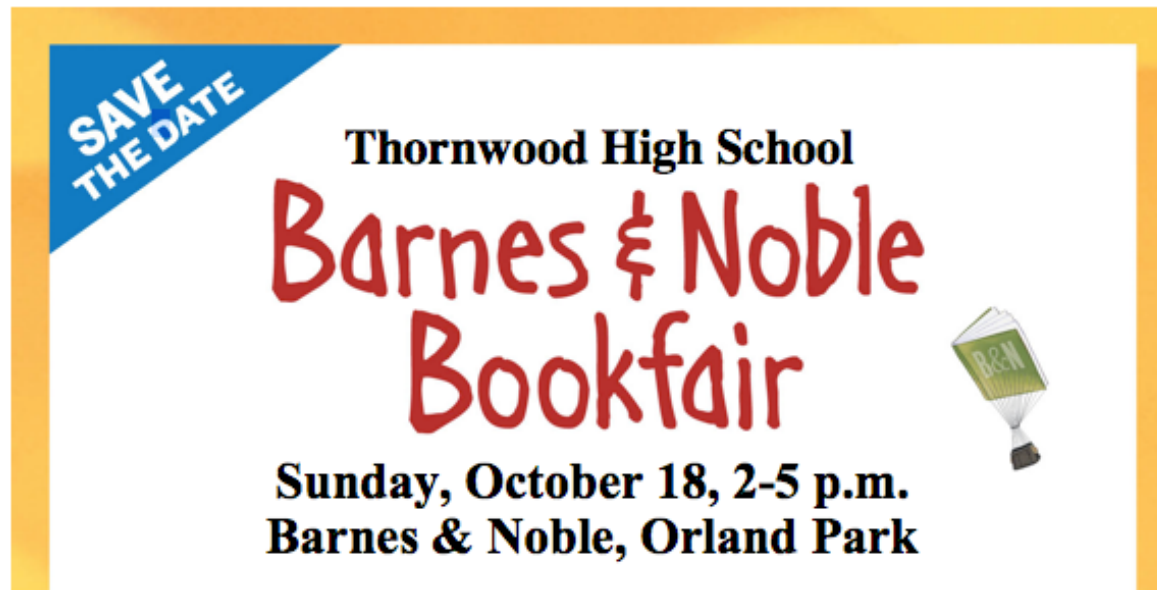
*TW's Thunderbird Spoken Word will be participating in the South Suburban
Open Mic Poetry*

Barnes & Nobles Book fair

Sunday, October 18, 2015

2-5pm

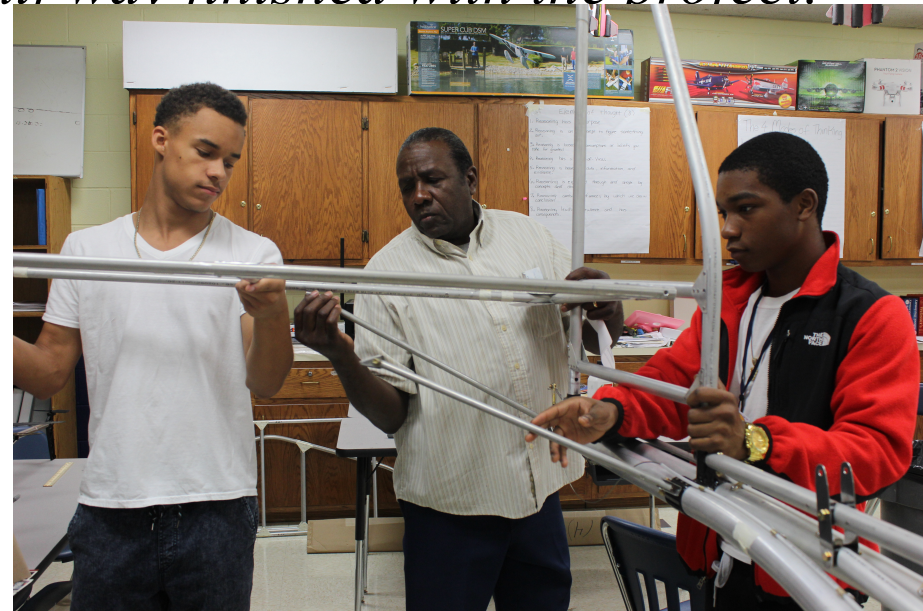
Barnes & Noble of Orland Park



Communications

TW's Civil Air Patrol

In addition to taking flight lessons at Lansing airport and clocking flight hours around the state, our Cadets are also in the process of actually building their own Glider. After 300 hours of putting together parts from detailed plans, the cadets will be ready to take their glider into the wild blue yonder...that's right, they will actually pilot the plane they are constructing. The cadets are almost half way finished with the project.



Communications

Recently the Trinity College athletes were able to connect once again with Thornwood's Special Olympics students and spent time together on the volleyball court.

The two teams got together to do what they like to do best – play volleyball. The members of Trinity's team met the Special Olympics athletes at Thornwood and helped them out at a practice session.

TW SPECIAL OLYMPICS CONNECTS WITH TRINITY COLLEGE



Communications

TW's Caught You Studying Initiative

Starting in November, Thornwood administrators will be making random visits to the homes of their students. The purpose of these afternoon/evening visits will be to catch students studying. Students and parents who are caught studying will receive a prize such as: t-shirt, McDonald's gift certificate, etc. Those who are caught not studying will be reminded of the importance of dedication and homework, and will be encouraged to take time out to focus on their books.

This is all in an effort to increase our presence in the community and help parents and students become more involved regarding education. We need our students to take part in their education, and not let their education happen to them. When we do right...T-Birds can take flight!

Communications

*Please join us in celebrating c/o “94” Thunderbird Alum, and TWHHS Assistant Principal **Don Holmes**, as he and his Northwestern Wildcat teammates from the 1996 Rose Bowl football team are honored at halftime at NU’s game versus the University of Iowa this Saturday, 10/17/15. The Northwestern Wildcats shocked the city of Chicago and the world in 1995 winning the Big Ten football championship, being ranked #3 in the Nation according to the AP poll and making it to the Rose Bowl to play against the USC Trojans.*



Unfinished Business

New Business

- *Machinist Program Presentation from TALF (Thornton Alumni Legacy Fund)-
Mr. Eric Fox*

New Business

- *Recommended Approval to Ratify the Agreement Between the Board of Education of District 205 and the Faculty Association of District 205, IEA/NEA from July 1, 2014 through June 30, 2018 (Policy Section 2:20)-
Board President Bernadette Lawrence and Faculty Association President Ken Wendorff (Approval Needed)*

New Business

- *Recommended Approval to Ratify the Agreement Between the Board of Education of District 205 and the Buildings, Grounds and Maintenance Employees of the Union of Support Staff-IEA/NEA from July 1, 2015 through June 30, 2020 (Policy Section 2:20) –
Legal Counsel (Approval Needed)*

New Business

- *Superintendent Search Presentation by Hazard, Young, Attea & Associates (Policy Section 2:20)-
Dr. Lela Bridges-Webb and Dr. Paul Swanstrom*

New Business

- *Recommended Approval of Superintendent Search Contract Agreement (Policy Section 2:20)-
Board President Bernadette Lawrence (Approval Needed)*

New Business

- *Recommended Approval Architectural Services Contract (Policy Section 4:60) –
Mr. Charnot (Approval Needed)*

New Business

- *Presentation of Strategic Plan for 2015-2016 –
Dr. J. Kamala Buckner*

Bigger, Better & Stronger



CHILDREN FIRST



Fiscal Strategic Planning 2015-16

**“THIS IS A CHALLENGE
NOT A CRISIS”**

October 14, 2015



District Progress

Bigger

- Collaborations
- Partnerships

Better

- Management of Resources

Stronger

- Curriculum
- Instruction

1st Priority: Student Success



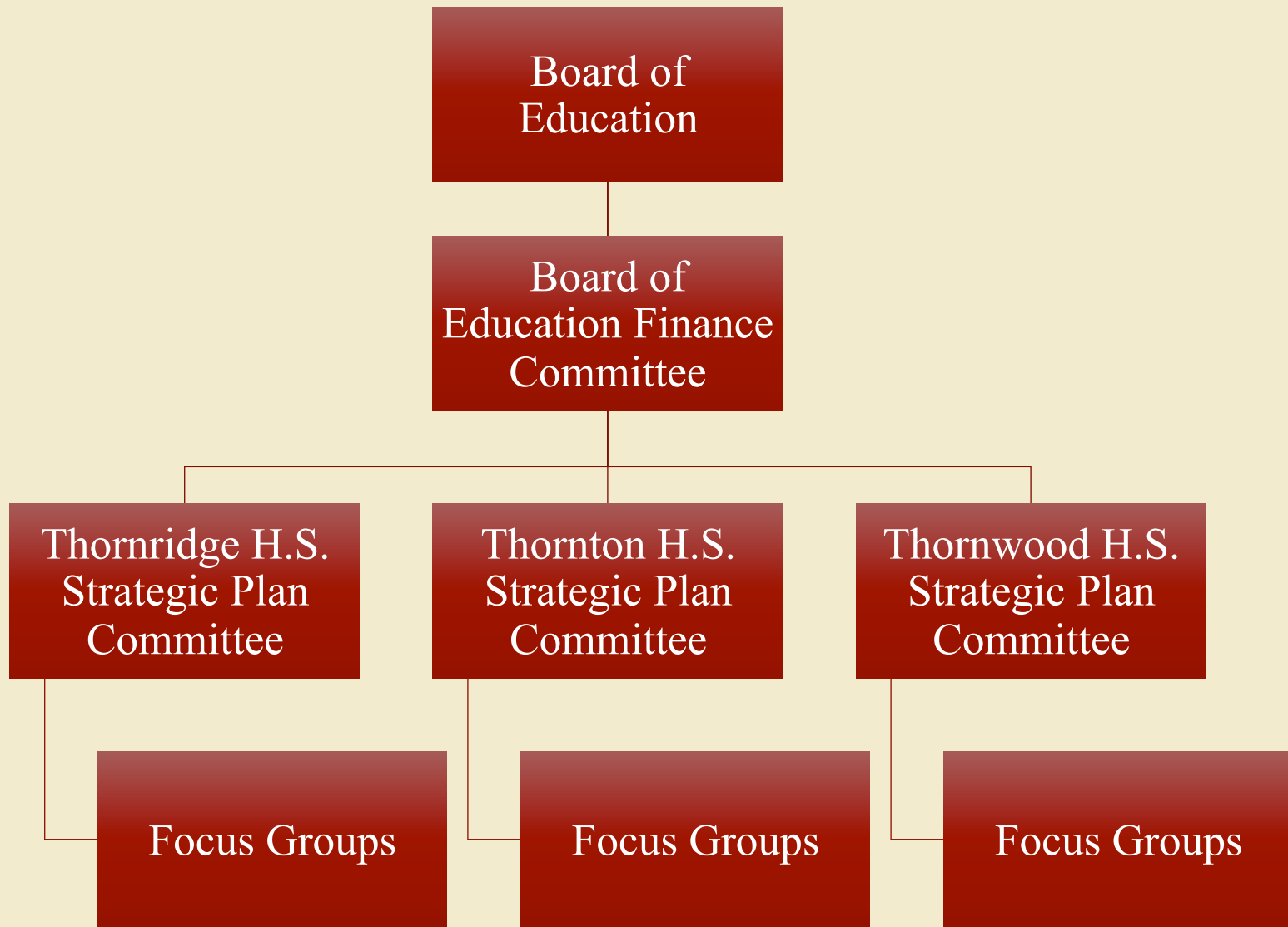
Resources

Agenda

- ❖ Strategic Planning Background
- ❖ Summary of Previous years committee
- ❖ Financial Background & Update
 - How did we get here & what have we done?
 - 2004-2005 Budget & Projections Compared to 2015-2016 Budget & Projections
- ❖ Prior committee recommendations
- ❖ Questions/Answers/Input/Suggestions

Strategic Planning Background

Strategic Planning Committee



Possible Questions

This school district, like many others, is committed to educational programs and experiences that promote student success.

1. If you were asked to describe a good school what would be the first things that would come to mind?
2. In what ways does District 205 meet your expectations for providing a good education for students?
3. In what ways does District 205 not meet your expectations for providing a good education?
4. In light of the district's fiscal challenge, how should the district allocate its resources to support your recommendations?

Strategic Planning Committee

CRISIS

2004

- ❖ Administrators
- ❖ Board Members
- ❖ Teachers
- ❖ Students
- ❖ Parents
- ❖ Community Business/Political Leaders
- ❖ Secretarial Staff
- ❖ Building & Grounds Staff

CHALLENGE

2015 Recommendations

- ❖ Board of Education
- ❖ Interim Superintendent
- ❖ Administrators
- ❖ Students
- ❖ Parents
- ❖ Community Business/Political Leaders
- ❖ Secretarial Staff
- ❖ Buildings & Grounds Staff

Strategic Planning Background

CRISIS

2004

- ❖ Initiated by the Board of Education in the Spring of 2001
- ❖ 3 Board Goals
 - Curriculum
 - Finance
 - Community Involvement
- ❖ Committee #2 was given the following goal
- ❖ Balance Budget vs. Annual Reasonable Debt

CHALLENGE

2015

- ❖ Initiated by the Board of Education in the Fall of 2015
- ❖ 5 Board Goals
 - Student Achievement & Growth
 - Learning Climate
 - Quality Workforce
 - Family/ Community Partnerships
 - Resources
- ❖ Strategic Planning Goal to support the following Board Goal

2015-16

Board Goal #5: Resources

❖ Demonstrate and communicate effective and efficient school district operations to ensure excellent stewardship of public resources.

Strategic Planning Background

CRISIS

2004

- ❖ **Year 1 (2002-03 budget)**
 - Developed a 5-year Financial Plan
 - Re-structure of bonds to fit Financial Plan goals
 - \$2.3 million in permanent expenditure reductions
- ❖ **Year 2 (2003-04 budget)**
 - \$3.4 million in permanent expenditure reductions
- ❖ **Year 3 (2004-05 budget)**
 - Recommended tax rate increase
 - \$8.2 million in permanent expenditure reductions
- ❖ **Year 4 (2005-06 budget)**
 - Current Committee

CHALLENGE

2015

- ❖ Develop a 5-year Financial Plan
- ❖ Determine balanced budget or manageable debt

Strategic Plan Solution Package

CRISIS

2004

Short-Term

- Make significant and permanent expenditure cuts (\$6 million over 2 years) **Achieved**
- Manageable debt (\$3-\$4 million) **Achieved FY2005**
- Issue bonds to buy time to implement expenditure cuts **Achieved**

Intermediate-Term

- Consider passage of permanent tax rate increase **Not Achieved**
- Implement long-term expenditure reduction plan **In progress**

Long-Term

- Ensure future budgets are within defined deficit limits **In progress**

CHALLENGE

2015 Recommendations

Short-Term *adjustment away from the classroom immediately*

- Freeze all hiring, contractual personnel, employee travel
- Extensive review and verification of the Residency, PPS programs
- Reduce supplies and material, technology expenditures, substitute expenses
- Restructure Academic Support

Long-Term *Solution with the guidance from Strategic Planning*

- Efficient Scheduling
- Review all programs, release periods, athletic and extracurricular programs staff, committees for effectiveness and efficiency
- Fill classes to capacity
- Reduce or phase out low enrollment classes and/or place on bi-yearly rotation system.

2015-16 Major Financial Threats Facing District

❖ Growing structural deficit.

- Expenses needed to fund current operations are approximately \$6 million more than annual revenues the District receives. Fund balances alone are not sufficient to sustain current levels of deficit spending.

❖ 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.

❖ Continued decrease in average daily attendance.

- Estimated Impact: The District's "ADA" has decreased by 1,525 students over past five years. The District loses approximately \$5,500 for every student lost in this calculation.

❖ Major capital projects need to be addressed.

- The District has major capital needs that will drain critical fund balances. The District may consider borrowing to pay for these expenses going forward.

Summary of Previous Years Committee

Summary of Revenue Reductions & Increased Costs

CRISIS

2004

Loss of Property Taxes	\$25,900,000
➤ Tax Caps	
➤ PTAB's	
➤ Uncollected taxes	
Loss of State Revenue	\$2,640,000
➤ Change in funding formula	
➤ Loss of grants	
Increased in Health Care Costs to the District (10% last 4 yrs.)	<u>\$ 2,500,000</u>
TOTAL LOSS	\$31,040,000+?

CHALLENGE

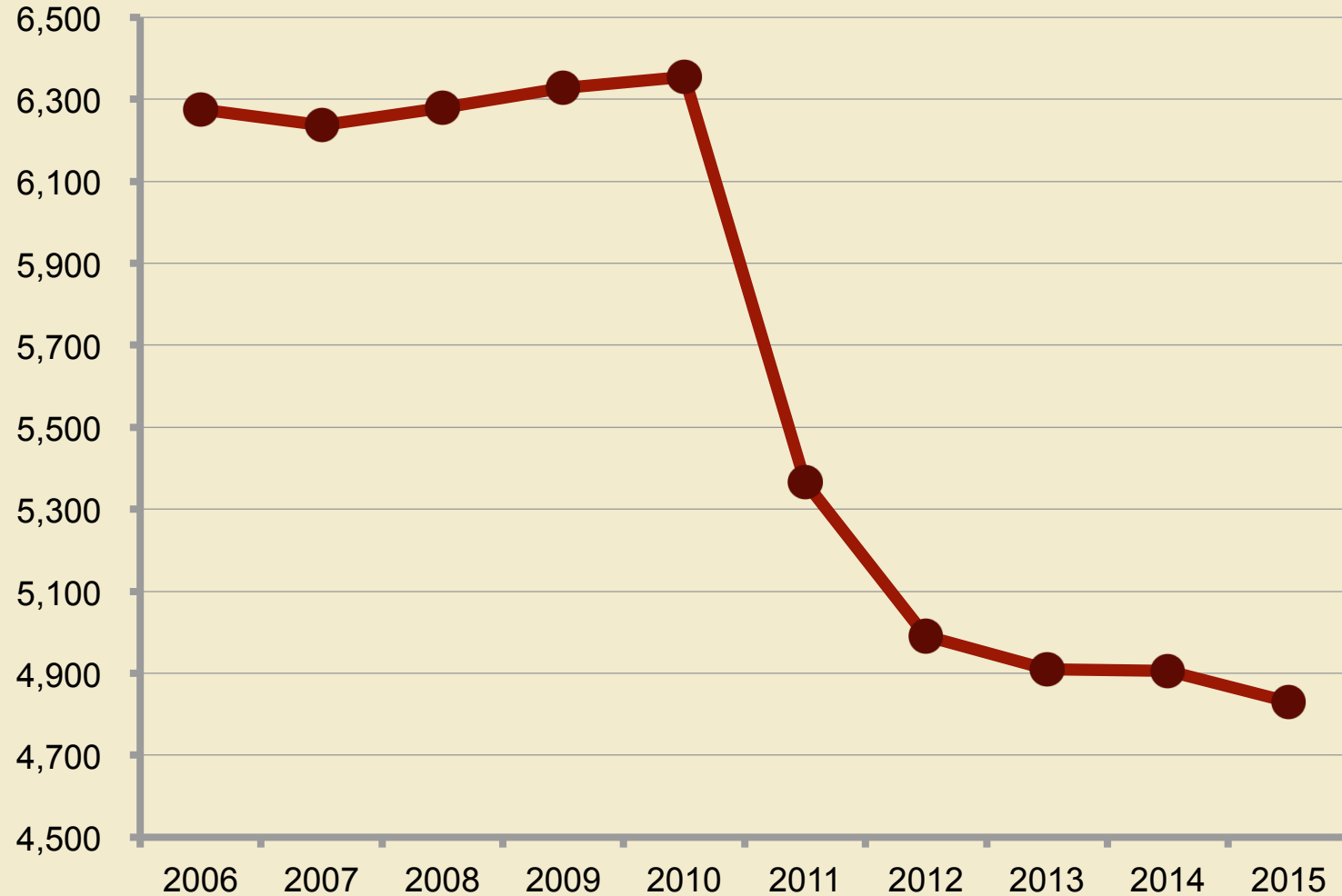
2015

- ❖ Loss of Property Taxes
- ❖ Decrease in Average Daily Attendance
- ❖ Pension Shift
- ❖ Major capital projects
- ❖ Creation of Charter School
- ❖ Businesses Relocating Out-of-State

**How did District 205 get
here?**

2015

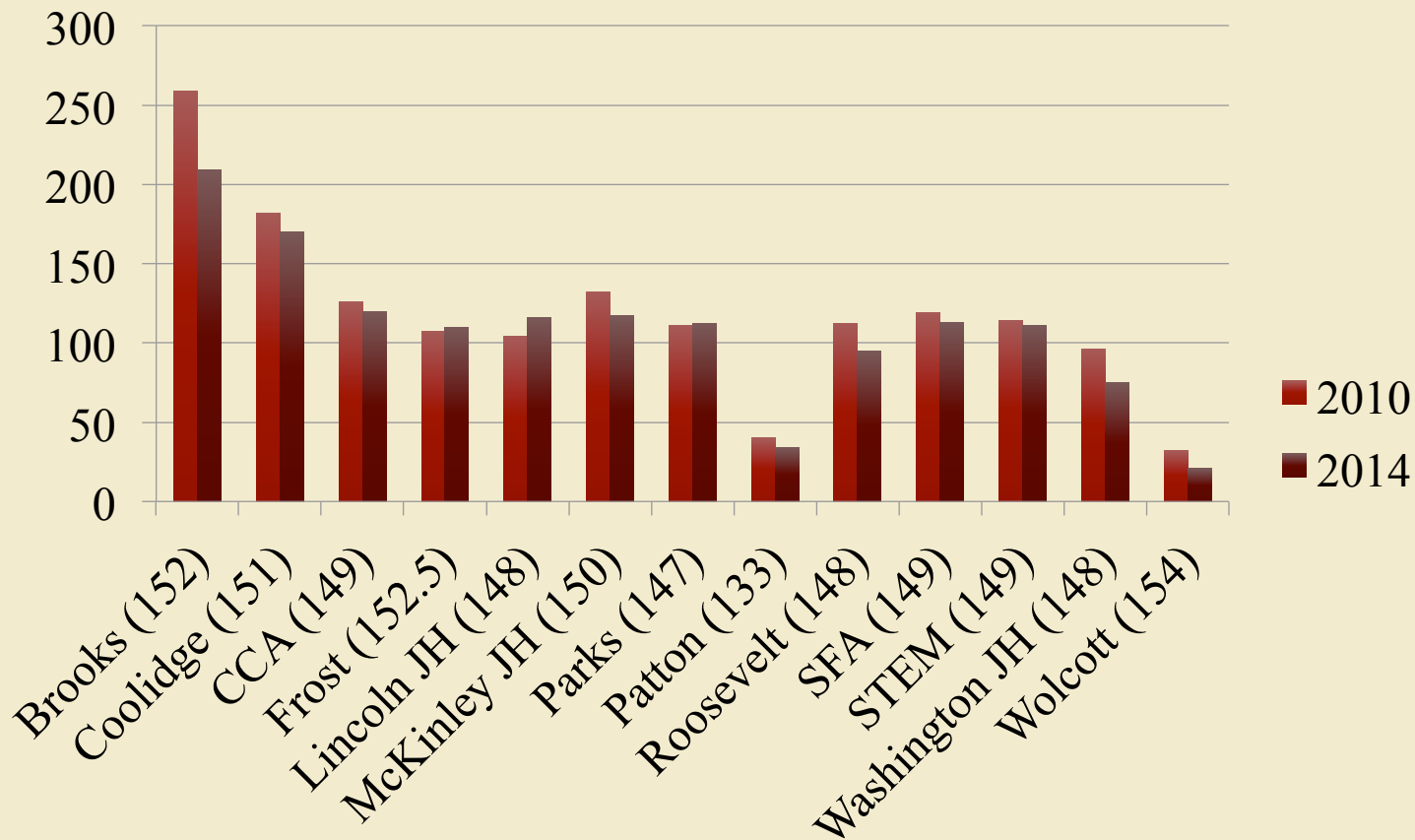
Declining Average Daily Attendance



**Major Factors Impacting
Financial Condition**

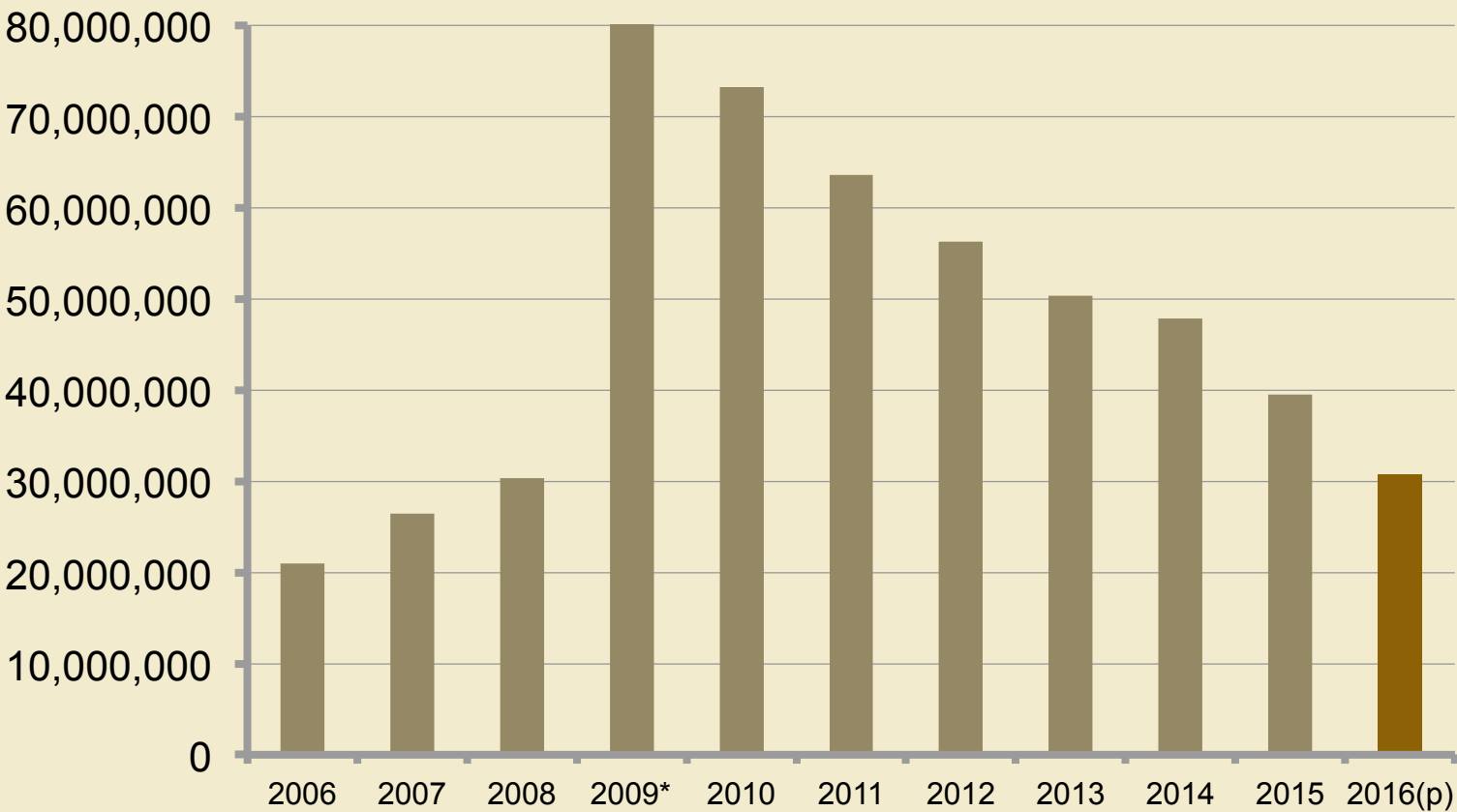
Feeder School Enrollment Challenges

Feeder Schools



2015

Historical and Budgeted Fund Balances

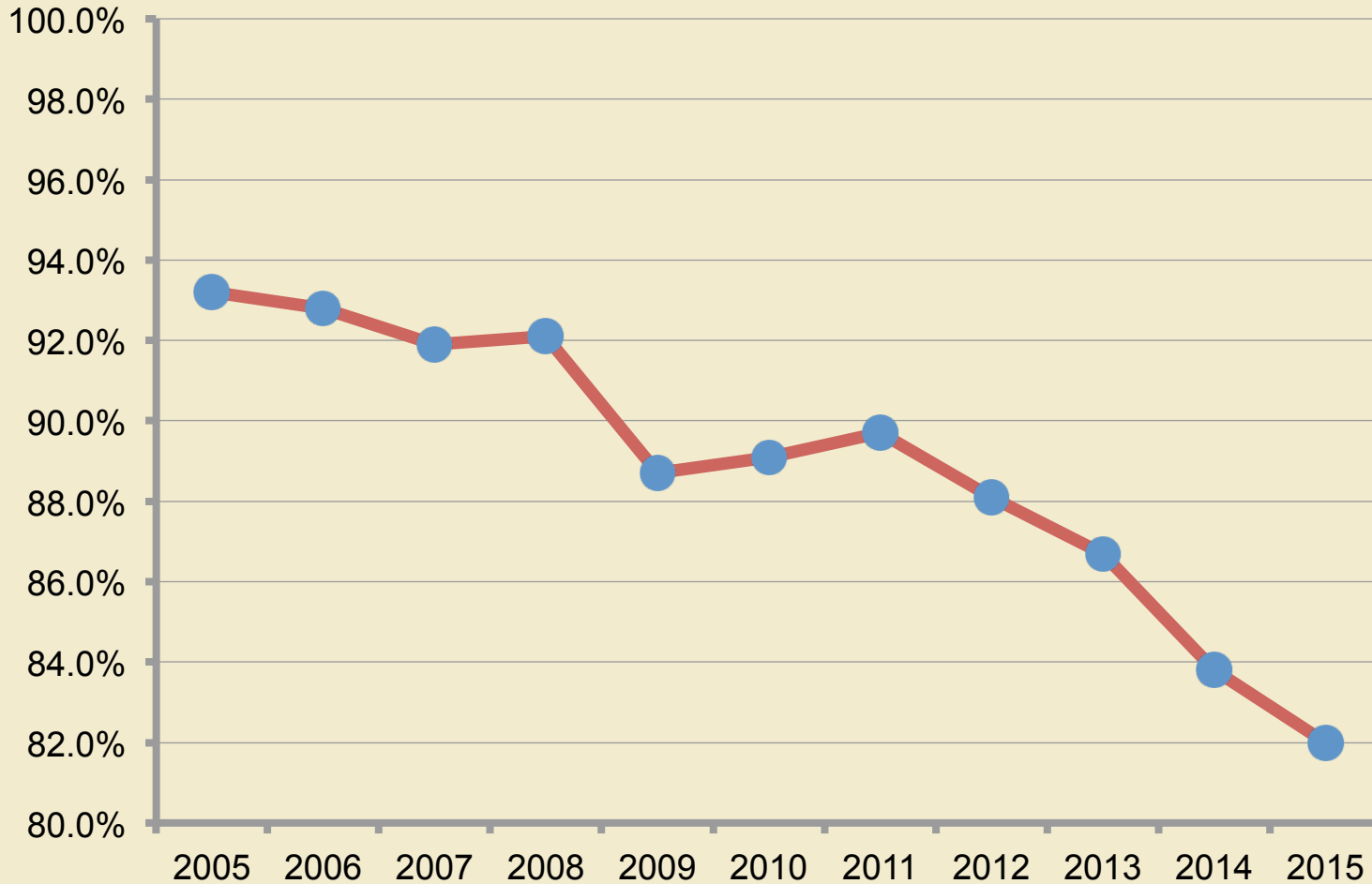


**District received \$51 million in bond proceeds in FY 2009.*

2015

Decreasing Tax Collection Percentages

Net Collections After Refunds, Foreclosures and Non-Payments



**Major Factors Impacting
Financial Condition**

**What did District 205 do
to solve these
problems?**

What Did District 205 Do to Solve Problems?

CRISIS

2004

1. District 205 was forced to borrow money to cover the shortfall in revenue and increased costs
2. District 205 was forced to make the following expenditure cuts:

COST REDUCTION MEASURES COMPLETED

From 1998 To 2004

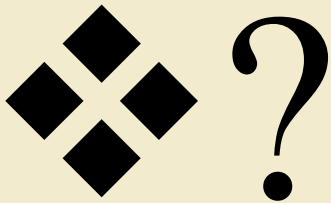
❖ Reduce Number of Employees	\$3,684,000
❖ Early Retirements	\$2,121,000
❖ Reduce Release Periods	\$2,000,000
❖ Reduce Discretionary Spending	\$1,464,000
❖ Staff Payments – Family Insurance	\$815,000
❖ Reduce Referrals – AFL	\$500,000
❖ Increase Student Fees	\$539,000
❖ Reduced Activities & Athletics	\$512,000
❖ Sylvan	\$500,000
❖ Reduced Low Enrollment Classes	\$300,000
❖ Reduce Employee Travel	\$225,000
❖ Reduce Substitute Expense	\$200,000
❖ Fill Classes to Contractual Capacity	\$200,000
❖ Increase Efficiencies	<u>\$25,000</u>

7-YEAR TOTAL CUTS \$13,085,000

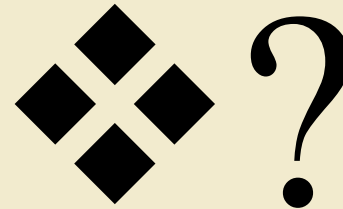
What Did District 205 Do to Solve Problems?

CHALLENGE

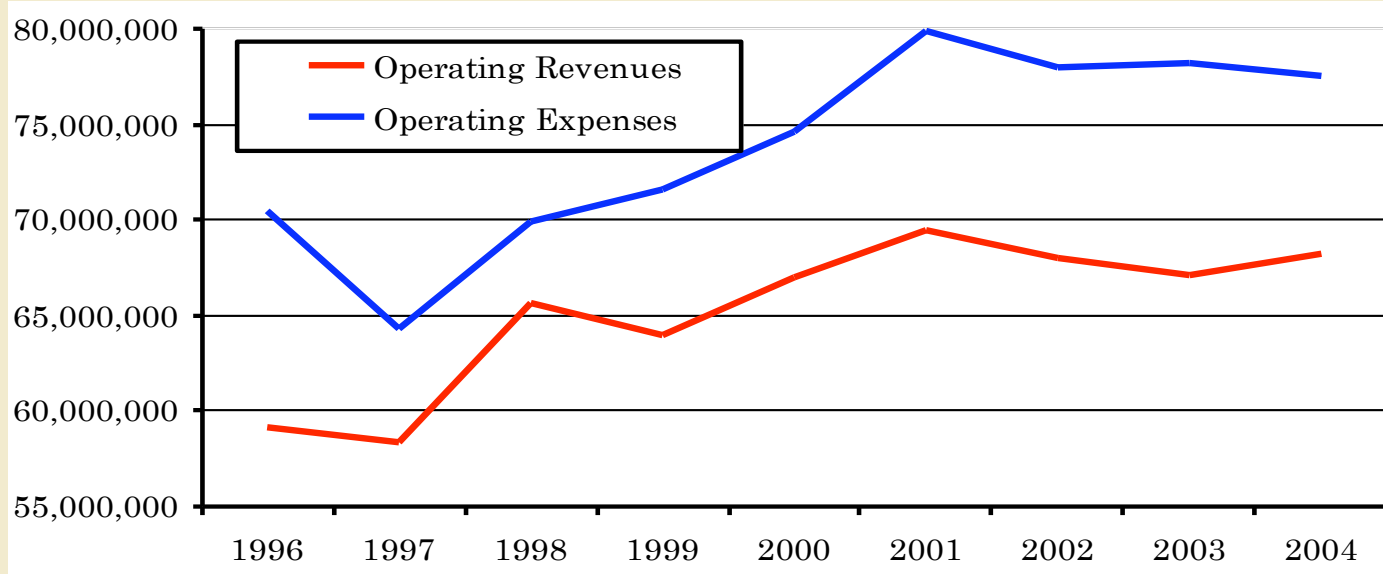
2015



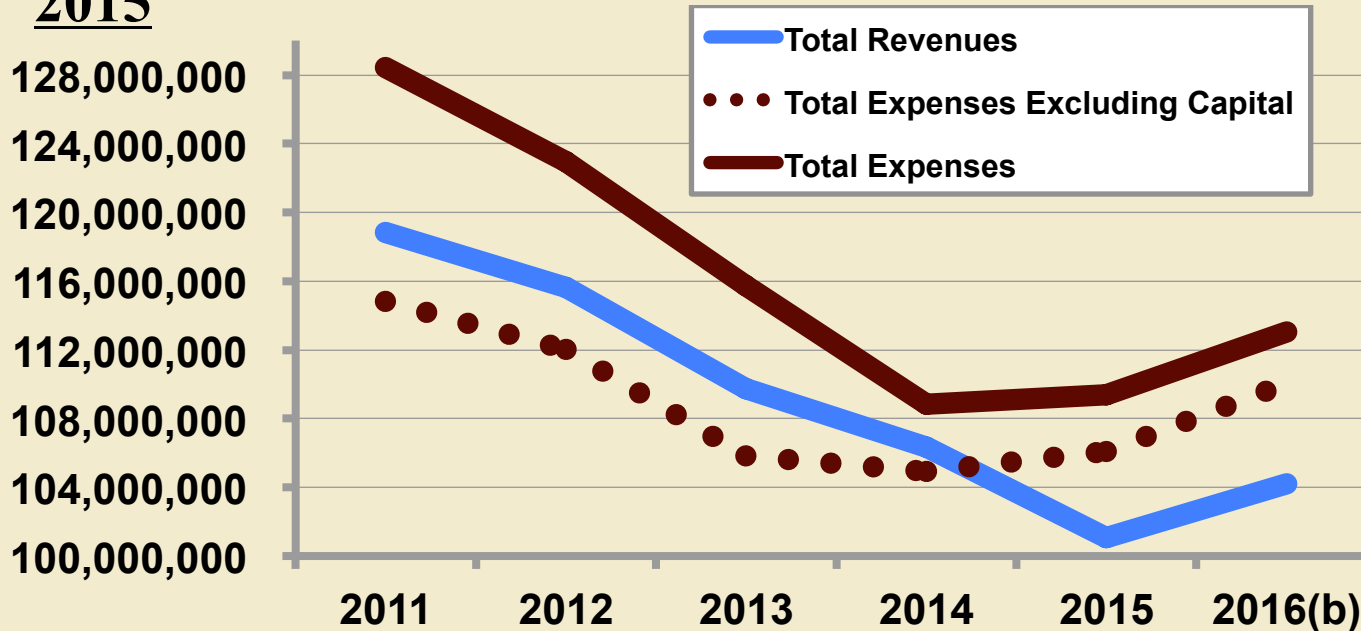
2015



2004 - Operating Fund Expenses have increased at an average rate of only 1.8% annually.



2015



Historical Financial Review

District 205 Budget

Factors District 205 Controls

CRISIS

2004

Expenditures

- Spending

Revenues

- Average Daily Attendance
- Fighting PTAB's
- Fundraising
- Grant Application

CHALLENGE

2015

Expenditures

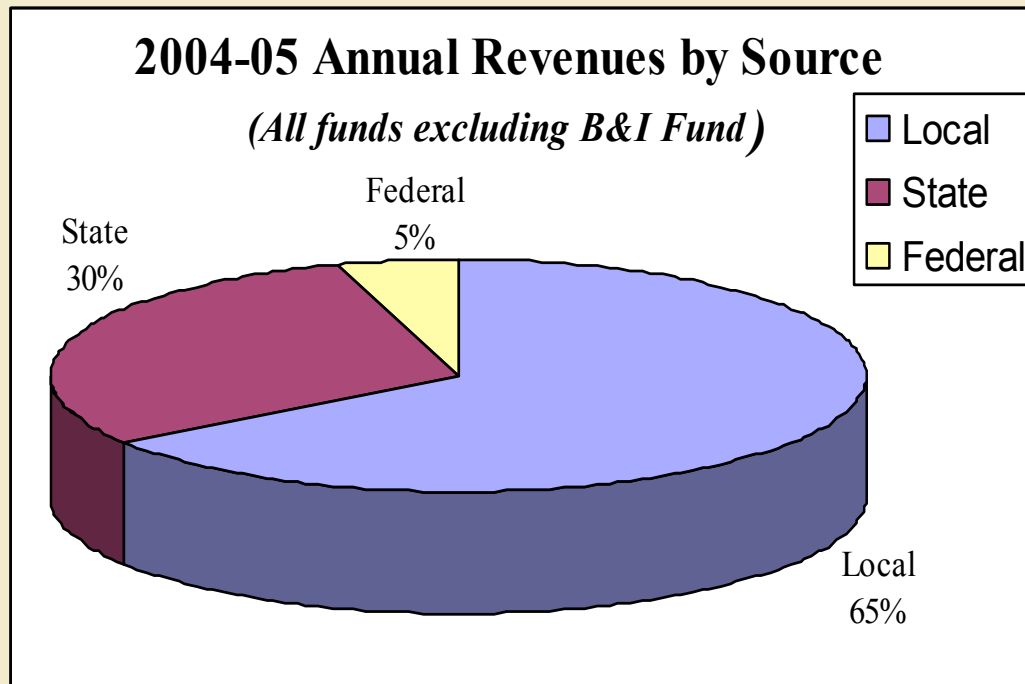
- Spending

Revenues

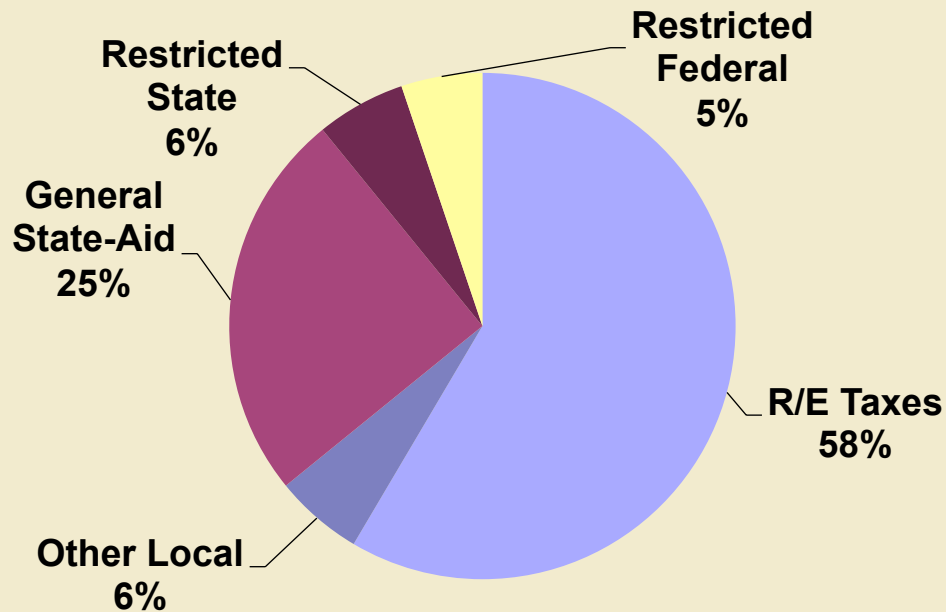
- Average Daily Attendance
- Fighting PTAB's
- Fundraising
- Grant Application

Revenues

2004



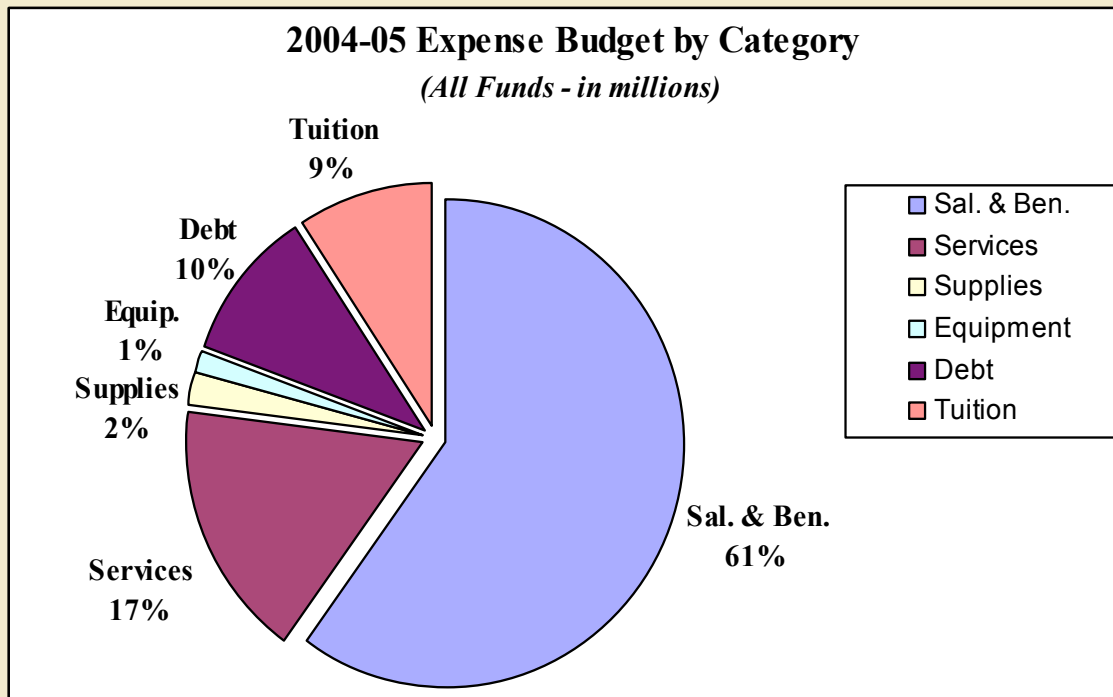
2015



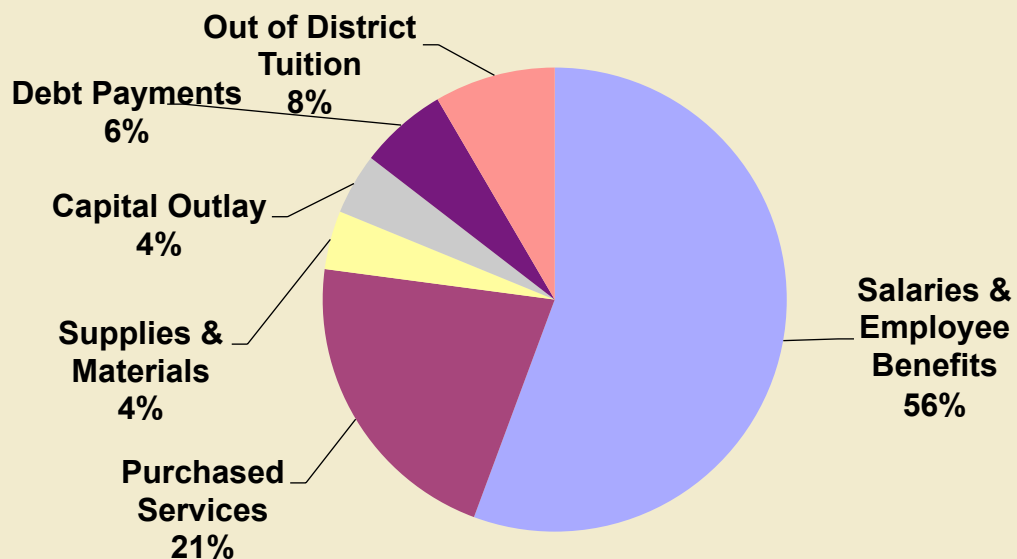
Annual Revenues

Expenditures

2004



2015



Expenditures

Salary & Benefits

CRISIS

2004

❖ Teachers (84%)	\$42,900,000
❖ Secretarial (7%)	\$3,500,000
❖ Administration (3%)	\$1,750,000
❖ Buildings & Grounds (3%)	\$1,750,000
❖ Substitutes (2%)	\$1,000,000
❖ Paraprofessional (1%)	\$500,000
	\$51.4 million

CHALLENGE

2015

❖ Teachers	
❖ Secretarial	
❖ Administration	
❖ Buildings & Grounds	
❖ Substitutes	
❖ Paraprofessional	
Total	\$ 49,653,000?

Contractual Services

CRISIS

2004

- ❖ Transportation (26%) \$3.6 million
- ❖ Utilities (21%) \$2.5 million
 - Heat, Electric, Garbage & Repairs
- ❖ Security (12%) \$1.5 million
- ❖ Custodial (12%) \$1.7 million
- ❖ Food Service (9%) \$1.2 million
- ❖ Insurance (7%) \$1.0 million
 - Non-medical

\$14.3 million

CHALLENGE

2015

- ❖ Transportation
 - ❖ Utilities
 - ❖ Security
 - ❖ Custodial
 - ❖ Food Service
 - ❖ Insurance
 - Non Medical
- 

Tuition

CRISIS

2004

Special education and
alternative school tuition
\$7,800,000

CHALLENGE

2015

Special education and
alternative school tuition



Staff Reductions

CRISIS

2004

Staff Reductions (112) -
\$6,210,000

- ❖ Scheduling Efficiencies & Changes
 - Work with bargaining units
- ❖ Reduced course offerings
- ❖ Restructured work programs
- ❖ Eliminated support staff & administration

CHALLENGE

2015

Staff Reductions 2015?

- ❖ Scheduling Efficiencies & Changes
 - Continue to work with bargaining units

Athletics & Activities

CRISIS

2004

Athletics & Activities **\$775,000**

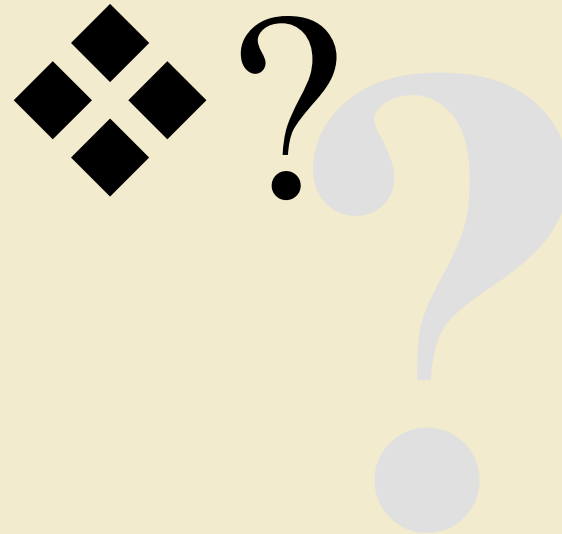
❖ Elimination or Co-op

❖ Criteria:

- Academic Focus
- Gender & Age Balance
- IHSA & SICA involvement
- Participation
- Retirements of sponsors/coaches
- Success of program

CHALLENGE

2015



Athletics

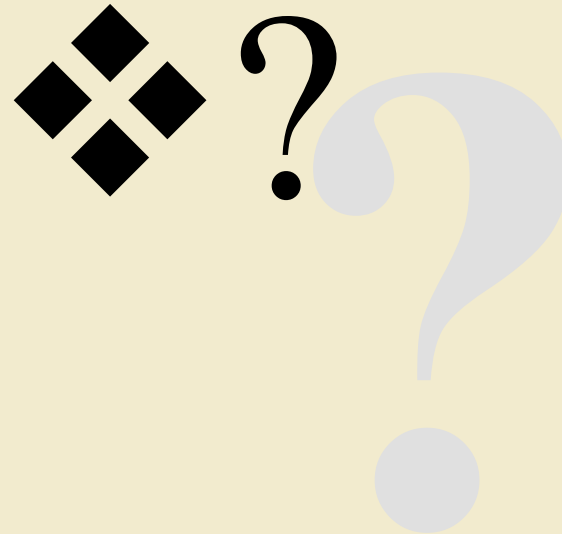
CRISIS

2004

❖ Basketball	
➤ Boys (fresh/soph/var)	All 3 schools
➤ Girls (fresh/soph/var)	All 3 schools
❖ Football	
➤ (fresh/soph/var)	All 3 Schools
❖ Outdoor Track	
➤ Boys (fresh/soph/var)	All 3 schools
➤ Girls (fresh/soph/var)	All 3 schools
❖ Volleyball	
➤ Girls (soph/var)	All 3 schools
❖ Cheerleading	All 3 schools
❖ Baseball (b)	Coop-TW
❖ Softball (g)	Coop-TW
❖ Soccer (b/g)	Coop-TT
❖ Swimming (b)	Coop-TT
❖ Tennis (b/g)	Coop-TW
❖ Wrestling (b)	Coop-TR
❖ Cross Country (b/g)	Coop-TR
❖ Indoor Track (b/g)	TW

CHALLENGE

2015



Athletics Summary

CRISIS

2004

Coaches

- 166 in 2003-2004
- 89 in 2004-2005

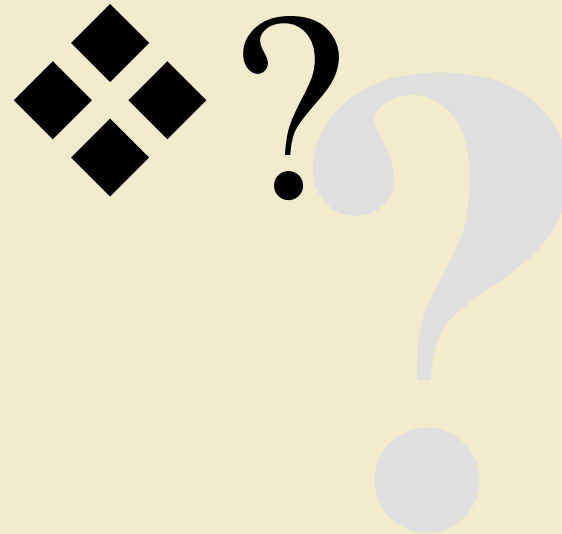
Savings

- Coaches \$340,000
- Officials \$ 22,000
- Transportation \$ 24,000
- Entry Fees \$ 7,000
- Security \$ 7,000

TOTAL \$400,000

CHALLENGE

2015



2004 & 2015 Activities Comparison

2004 Thornridge Activities

Speech/ Drama (SICA)	Mathletes (SICA)	Group Interp (SICA)	Scholastic Bowl (SICA)
Band	Ethnicity Singers	Jazz Band (IMEA)	Newspaper
Theater Manager	National Honor Society	Poms	

2015 Thornridge Activities

Speech/Drama (SICA)	Mathletes (SICA)	Prom	Art Club	Scholastic Bowl (SICA)
Science Club	Voices of TR	S.A.V.E.	Audio/Visual Club	Newspaper “Bagpipe”
Black History Club	National Honor Society	Student Council	Chess Club	FCCLA
Fashion Club	Fellowship for Christian Athletes (FCA)	Yearbook “Piper”	Foreign Language Club	Flag Team/Jammers
National Technical Honor Society	Peer Mediation	Poetry Club	Pep Squad	Class of 2016
Class of 2017	Class of 2018	Class of 2019	Band	

2004 & 2015 Activities Comparison

2004 Thornton Activities			
Speech (SICA)	Mathletes (SICA)	Group Interp (SICA)	Student Council
Drama (SICA)	Thornton Singers	Jazz Band (IMEA)	Chess (SICA)
Theater Manager	National Honor Society	Prom	Band
Science	Big Brother/ Big Sister		

2015 Thornton Activities				
Speech (SICA)	Mathletes (SICA)	Conflict Resolution	Play – Children’s	Art Club
Band (Fall, Spring & Winter)	Chess Club	Flag Team	Jazz Band (IMEA)	Foreign Language
Newspaper “Pawprint”	National Honor Society	Peer Leader Big Brother/ Big Sister	Prom	Pep Club
Science Club	Play (Contest, Group Interp, Spring)	Pom Pons (Dance)	Reach for Tomorrow	S.A.V.E.
Scholastic Bowl	Senior Class	Student Council	Theater	Unity Singers
Video/Audio Club	Yearbook			

2004 & 2015 Activities Comparison

2004 Thornwood Activities			
Speech (SICA)	Mathletes (SICA)	Group Interp (SICA)	Scholastic Bowl (SICA)
Stomp	Ethnicity Singers	Jazz Band (IMEA)	Yearbook
Theater Manager	National Honor Society	Prom	Band
French			

2015 Thornwood Activities			
Speech (SICA)	Mathletes (SICA)	Group Interp (SICA)	Scholastic Bowl (SICA)
Stomp	Ethnicity Singers		Yearbook
Theater Group	National Honor Society	Prom	Band
A Few Good Men	Anime Club	Newspaper “Arrow”	Audio/Visual Club
Drama	French Club	Ladies of Eminence	La Societe Honoraide de Francais
Literary Magazine	Peer Mediators	Poetry Slam	S.A.V.E.
Science Club	Sixth Man (Pep Club)	Special Olympics	Student Council
STUCO (Class of 2016)	STUCO (Class of 2017)	STUCO (Class of 2018)	STUCO (Class of 2019)

Activity Summary

CRISIS

2004

Sponsors

- 237 in 2003-2004
- 39 in 2004-2005

Savings - **\$375,000**

CHALLENGE

2015

Sponsors

- 2014-15
- 2015-16 (118)
 - TR – 30
 - TT – 42?
 - TW – 46?

Reduce Supply Budgets

CRISIS

2004

\$450,000

- ❖ Academic necessities only
- ❖ Strict purchase order scrutiny

CHALLENGE

2015

\$XXX,XXX?



Reduce Purchased Services

CRISIS

2004

Reduce and restructure

➤ Security \$138,000

Competitively bid

➤ Food service \$100,000

➤ Security \$200,000

➤ Garbage \$ 12,000

TOTAL \$450,000

CHALLENGE

2015

Reduce and restructure

➤ 2015-16 ?



Freeze All Technology Purchases

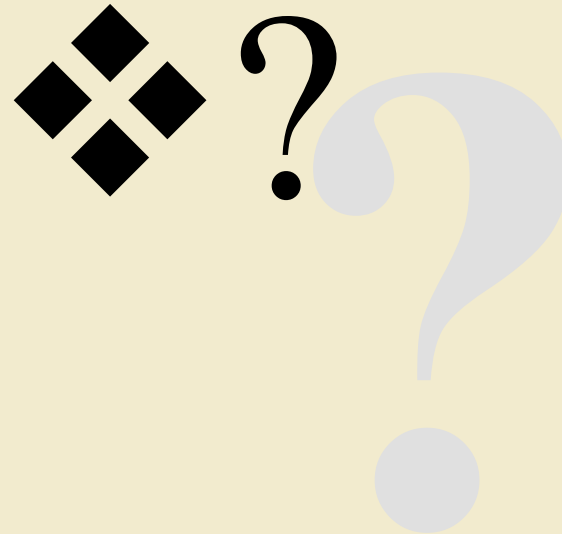
CRISIS

2004

Cut **\$350,000** from
budget

CHALLENGE

2015



Reduce Externally Funded Programs

CRISIS

2004

Budgets must fit within reimbursement levels

- Minimal local contributions to programs

CHALLENGE

2015

Budgets must fit within reimbursement levels

- Minimal local contributions to programs

Other Possible Cuts

CRISIS

2004

Adjust as needed, dependent
on state and federal funding

CHALLENGE

2015

Adjust as needed, dependent
on state and federal funding

Budgeted Highlights

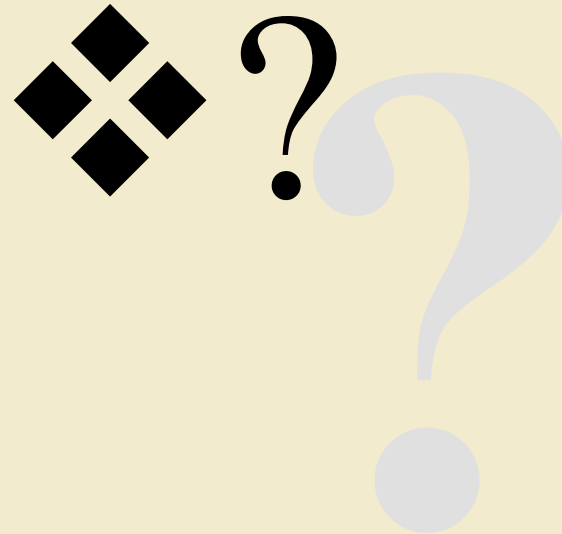
CRISIS

2004

- Total Rev. \$72,672,710 – *Less than 1% over last 5 yrs.*
- Total Exp. \$76,685,683 – *1.7 % over last 5 yrs.*
- Budgeted deficit of \$4,012,973 – *Meets Targeted Goal*
- Total Debt \$53,352,194 – *Debt Free 2015*
- Available Fund Balance \$11,501,623

CHALLENGE

2015



2015

Comparison of Budgeted Revenues

Source	FY 2012	FY 2013	FY 2014	FY 2015	BUDGET FY 2016
Real Estate Taxes	\$ 62,181,000	\$ 60,644,000	\$ 59,531,000	\$ 58,900,000	\$ 60,965,000
Other Local Revenues	6,221,000	5,860,000	7,009,000	6,145,000	5,890,000
General State-Aid	31,121,000	27,439,000	26,053,000	25,138,000	26,034,000
Other State Grants	7,122,000	9,146,000	7,550,000	5,294,000	5,935,000
Federal Grants	5,397,000	5,892,000	6,213,000	5,594,000	5,400,000
Non-Reoccurring Federal Grants	<u>3,615,000</u>	<u>742,000</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Revenues	\$115,657,000	\$109,723,000	\$106,356,000	\$101,071,000	\$104,224,000

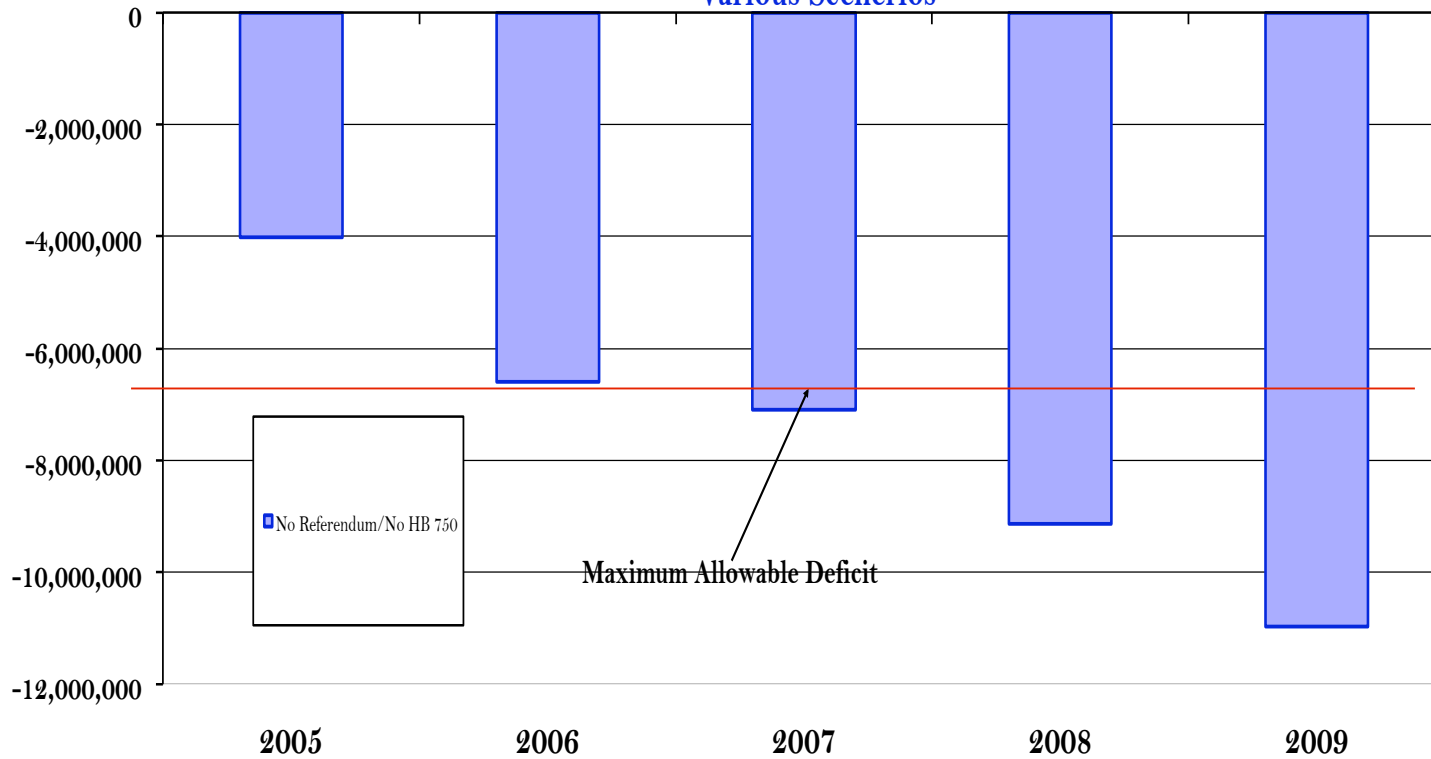
2015

Comparison of Budgeted Expenditures

Source	FY 2012	FY 2013	FY 2014	FY 2015	BUDGET FY 2016
Salaries	\$ 48,028,000	\$ 46,926,000	\$ 48,803,000	\$ 49,653,000	\$ 50,350,000
Employee Benefits	10,520,000	11,075,000	11,186,000	11,950,000	12,400,000
Purchased Services	20,046,000	21,190,000	21,856,000	22,956,000	24,176,000
Supplies and Materials	4,590,000	4,099,000	4,443,000	4,519,000	4,610,000
Capital Outlay	4,448,000	3,325,000	1,079,000	2,219,000	1,800,000
Out of District Tuition & Other	11,072,000	10,904,000	10,574,000	9,502,000	9,801,000
Debt Service	<u>8,328,000</u>	<u>8,330,000</u>	<u>6,984,000</u>	<u>5,284,000</u>	<u>6,903,000</u>
Total Expenses	\$107,032,000	\$105,849,000	\$104,925,000	\$106,083,000	\$110,040,000

2004

Comparison of Surplus/Deficits Under
Various Scenerios

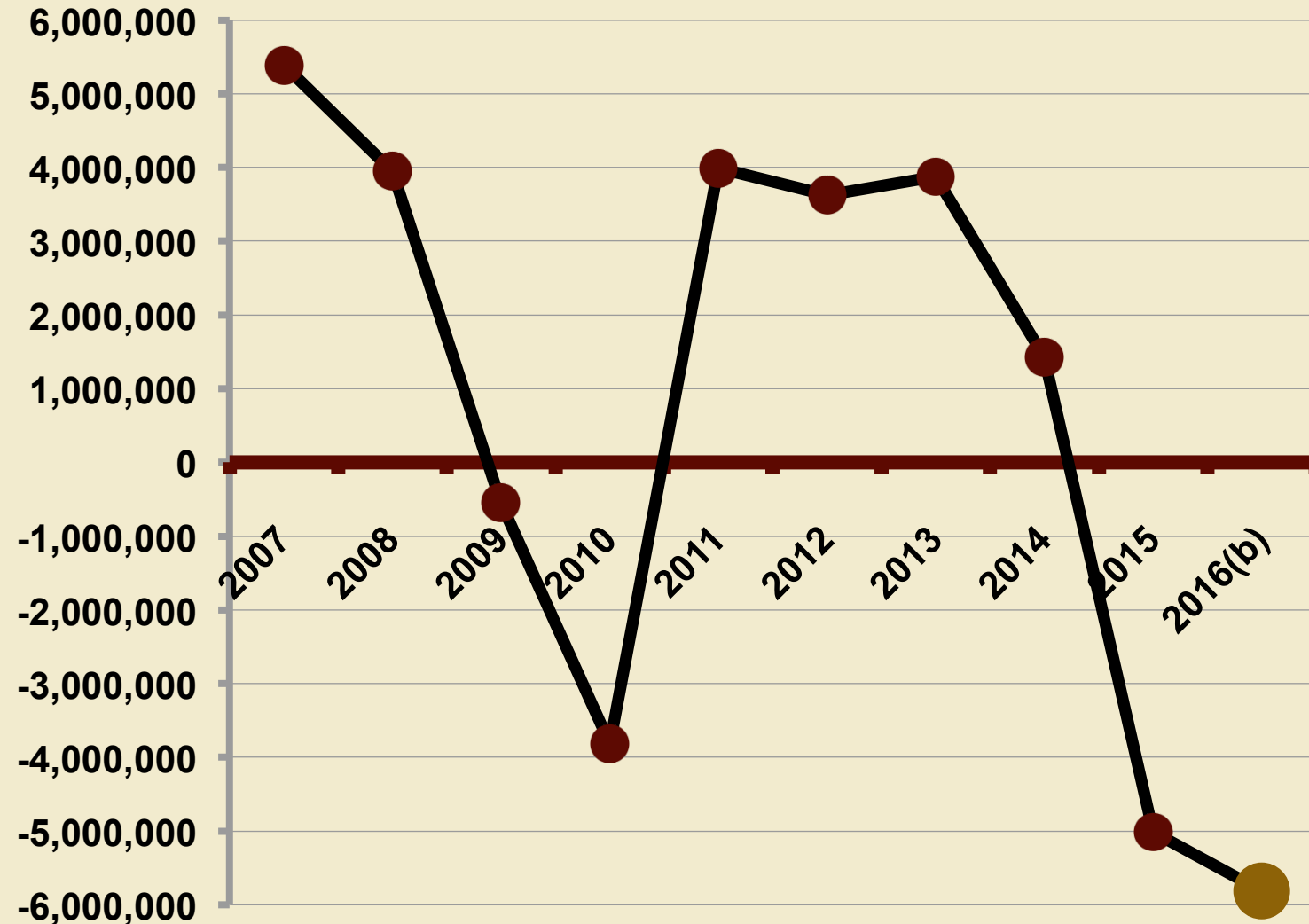


**Comparison of
Surplus/ Deficits**

2015

Revenues Versus Expenses (FY 2007 - FY 2016)

Surpluses/Deficits Excluding Capital Project Activity



Comparison of
Surplus/ Deficits

New Business

- *Recommended Approval of the Short-term Cuts and Adjustments (Policy Section 4:10) –
Mr. Butler, Finance Committee Chairman (Approval Needed)*

New Business

- *Recommended Approval of Out-of-State Field Trip (Policy Section 6:240) –
Mr. Ratliff (Approval Needed)*

New Business

- *Recommended Approval of Overnight Field Trip (Policy Section 6:240) –
Mr. Porter (Approval Needed)*

New Business

- *Recommended Approval of Application for Recognition of Schools for 2015-2016 (Policy Section 1:10) –
Dr. Swopes (Approval Needed)*

New Business

- *Recommended Approval of 2015-2016 SCOPE Annual Dues (Policy Section 2:120) –
Dr. Swopes (Approval Needed)*

New Business

- *Recommended Approval of CEC Proposal Agreement (Policy Section 4:60) –
Dr. Swopes and Mr. Fickes (Approval Needed)*

New Business

- *Recommended Approval of CEC PERA Evaluation Training Proposal (Policy Section 4:60) –
Dr. Swopes and Mr. Fickes (Approval Needed)*

New Business

- *Recommended Approval of CEC Assessment Training (Policy Section 4:60) –
Dr. Swopes and Mr. Fickes (Approval Needed)*

New Business

- *Recommended Approval of Mastery Connect Subscription Agreement (Policy Section 4:60) –
Dr. Swopes and Mr. Fickes (Approval Needed)*

New Business

- *Recommended Approval of Security Camera Contract (Policy Section 4:60) –
Mr. Charnot (Approval Needed)*

New Business

- *Recommended Approval of Copy Machines Services Contract (Policy Section 4:60) –
Mrs. Brunson (Approval Needed)*

New Business

- *Reading of Amended Board Policy No. 2:110, Board Officers Policy (30-day Review) –
Mrs. Whittington and Legal Counsel*

New Business

- *Reading of Amended Board Policy No. 2:220, Board Meeting Procedures (30-day Review) –
Mrs. Whittington and Legal Counsel*

New Business

- *Reading of Amended Board Policy No. 3:40, Superintendent Duties (30-day Review) –
Mrs. Whittington and Legal Counsel*

New Business

- *Reading of Amended Board Policy No. 4:60, Purchases and Contracts (30-day Review) –
Mrs. Whittington and Legal Counsel*

New Business

- *Reading of Amended Board Policy No. 4:190, Network Security (New) (30-day Review) –
Mrs. Whittington and Legal Counsel*

New Business

- *Reading of Amended Board Policy No. 5:30, Hiring (30-day Review) –
Mrs. Whittington and Legal Counsel*

New Business

- *Reading of Amended Board Policy No. 6:170, Parent Coordinator AP (30-day Review) –
Mrs. Whittington and Legal Counsel*

Superintendent's Report

Executive Session

- *The Board will enter closed session pursuant to Section 2(c) of the Open Meetings Act to discuss:*
 - *Student Discipline;*
 - *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, 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*

Reconvene Open Session

Action Items Following **Executive Session**

- ❖ *Settlement Agreements with Current and Former Administrators*
- ❖ *Settlement Agreement regarding Case No. 2012 L 6521 (Former Administrator)*

Adjournment

NEXT MEETING

Thursday, November 12, 2015

6:30pm

Thornridge High School