

BOARD OF EDUCATION MEETING

August 12, 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 June 26, 2015*
- ***Approval of Minutes:** Regular Meeting and Executive Session of July 8, 2015*
- ***Approval of District 205 Bills dated:** July 14, July 24, July 31 and August 6, 2015*
- ***Personnel:** Approval of Resignations, Leave of Absence and Employment dated August 12, 2015*

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

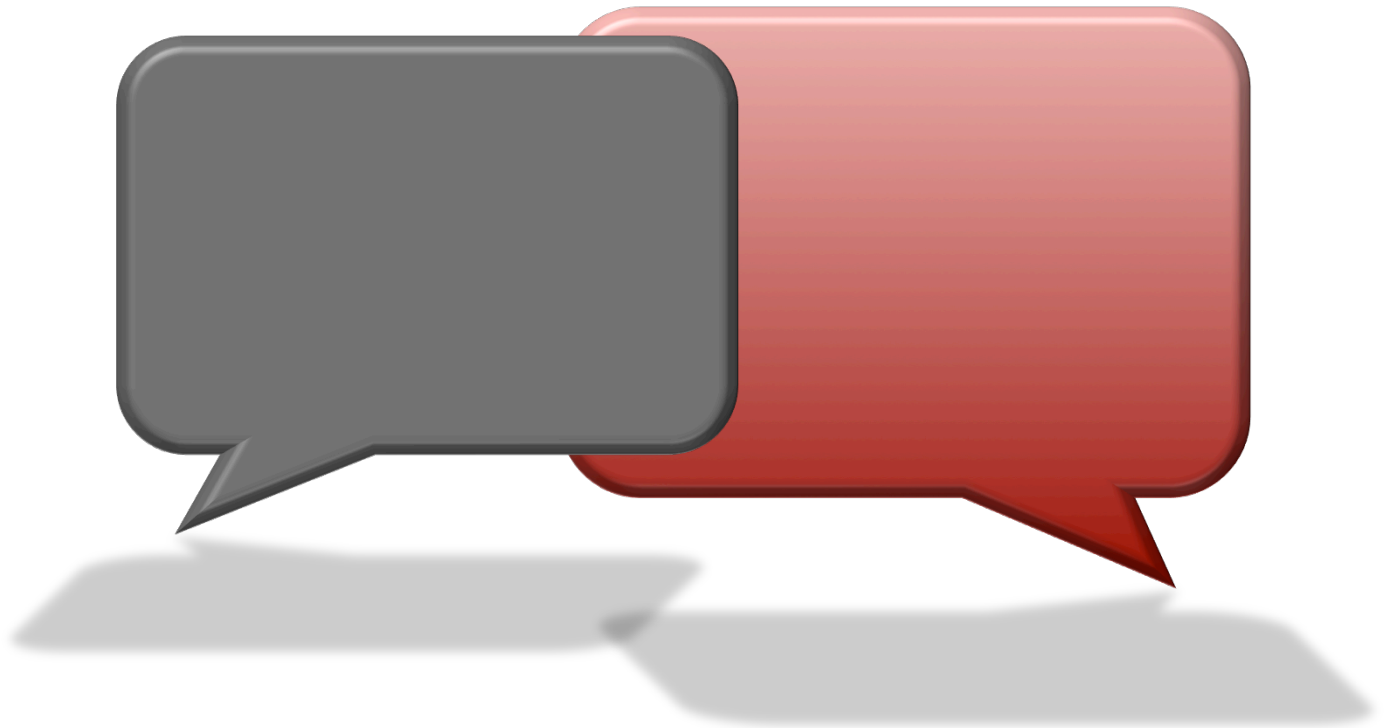
- *Mr. Doss*

FOIA



Communications

- *Mr. Doss*



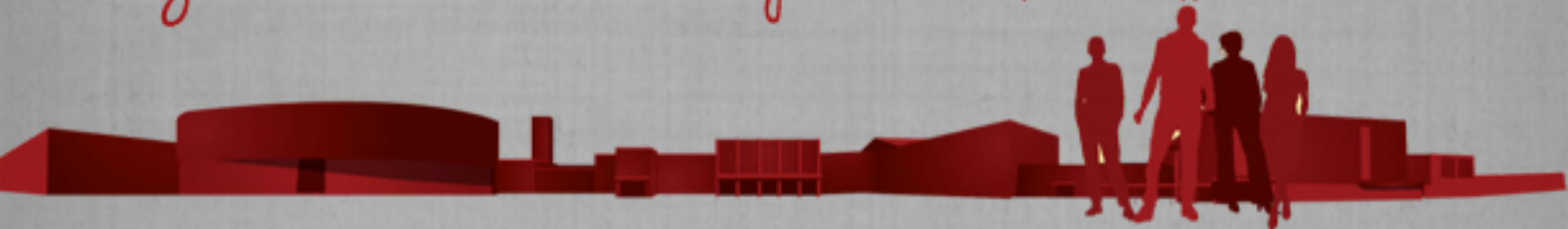
Communications

SCHOOL STARTS IN NO TIME!

August 14th - Teacher Institute Day

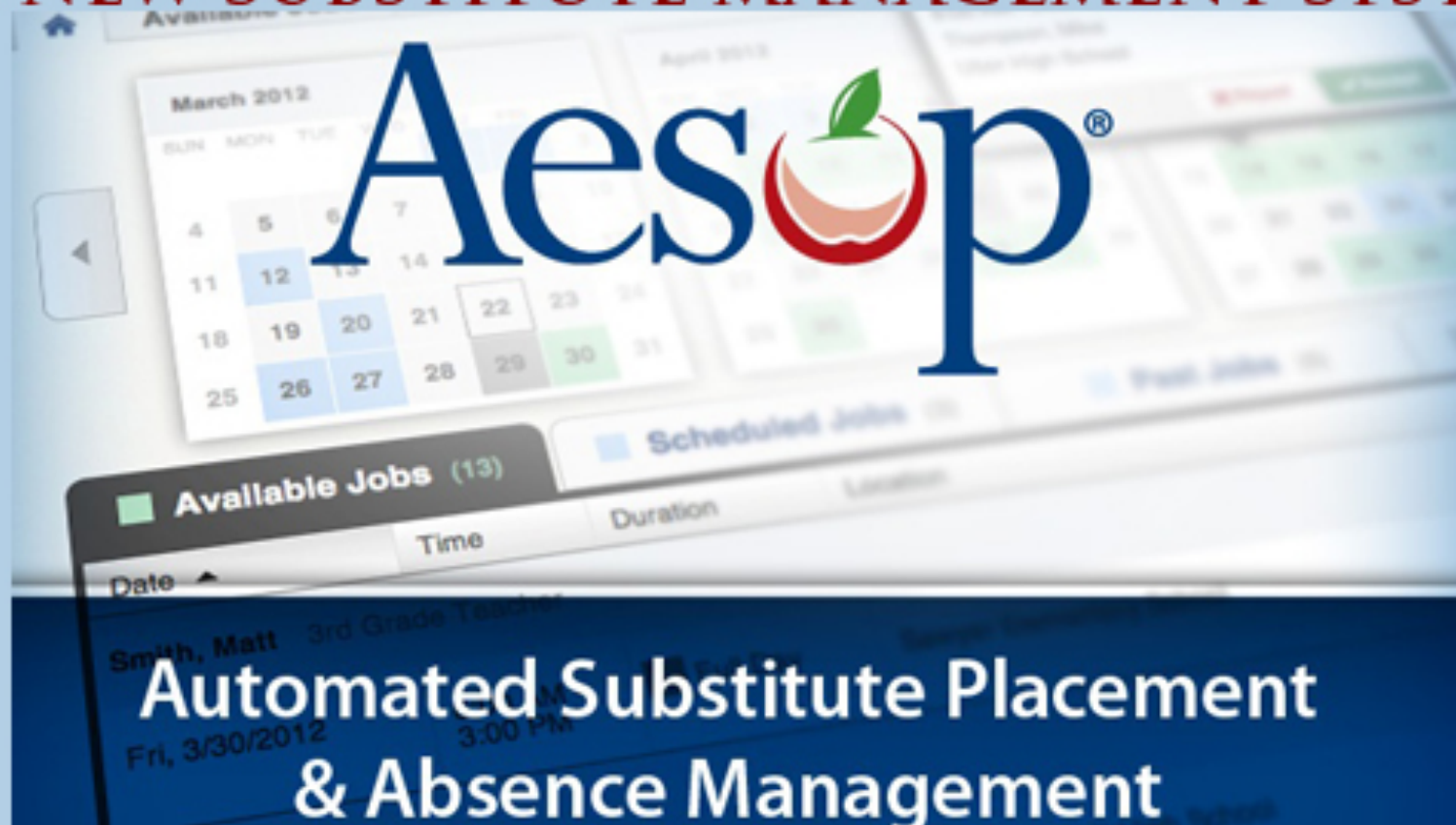
August 17th - First Day of School for Freshmen Only

August 18th - First Day of School for All Students



Communications

DISTRICT 205 IS PROUD TO ANNOUNCE
ITS NEW SUBSTITUTE MANAGEMENT SYSTEM



The image shows a screenshot of the Aesop software interface. The background features a calendar for March 2012, with dates 12 through 31 visible. Overlaid on the calendar is the large blue text "Aesop" with a red apple logo containing a green leaf. Below the calendar, there is a section titled "Available Jobs (13)" with a table containing columns for "Date", "Time", "Duration", and "Location". The first row of the table shows "Smith, Matt" as a "3rd Grade Teacher" for "Fri, 3/30/2012" from "3:00 PM" onwards. The bottom of the image has a dark blue banner with white text.

**Automated Substitute Placement
& Absence Management**

Communications

UNDER THE DIRECTION OF
MR. RENDER, MR. TAPLEY AND MR. DOUGLAS,
THE DISTRICT 205 JAZZ ENSEMBLE WILL BE
FEATURED AT THE 2015 CHICAGO JAZZ FESTIVAL
ON SUNDAY, SEPTEMBER 6 AT 1:30 P.M.

HELD AT THE YOUNG LIONS STAGE
ON THE ROOFTOP OF THE HARRIS THEATRE.



Communications

THORNTRIDGE DEDICATION CEREMONY OF THE

T.J. Shirley Memorial Track

Saturday, August 22, 2015 @ 1pm



Thornridge High School

15000 COTTAGE GROVE AVENUE

DOLTON, IL. 60419

FOR MORE INFORMATION CALL

708-271-4400



Communications

*The Thornton Township High School Athletic program hosted its first annual **Youth Football 7 on 7 Tournament**, where 7 different youth football feeder teams from around the surrounding communities participated. The purpose of this great event is to attract our youth and their families to High School District 205.*

Upcoming Events

AUGUST

Aug. 14 – Teacher Institute Day, Thornton H.S., 7am

Aug. 17 – First Day of School for FRESHMEN

Aug. 18 – First Day of School for ALL STUDENTS

Aug. 27 – Back to School Night, ALL 3 Schools

Upcoming Events

SEPTEMBER

Sept. 1 – Finance Committee Meeting, District Office, 4pm

Sept. 8 – Student Board of Education Mtg., 4pm, Thornridge H.S.

Sept. 9 – Board of Education Mtg., 6:30pm, Thornridge H.S.

Unfinished Business

New Business

- *Presentation of 2015-2016 Tentative Budget (Policy Section 4:10)-
Mr. Grossi (30-day Review)*



Thornton Township High School District 205

Presentation of 2015-16 Tentative Budget

Preparing Today for the Challenges of Tomorrow

August 2015

Major Budget Assumptions:

Revenues

- ❑ R/E Taxes will increase approximately 3.5% as net collections (after non payments and tax appeals) are projected to stabilize.
- ❑ General State-Aid will increase \$862,000 due to decrease in proration from 13% to 8%.
- ❑ State grant revenues will increase due to timing of State payments.
- ❑ Federal grants will remain relatively flat.

Expenses

- ❑ Total salaries are projected to increase 1.4%. It is assumed that staff size will decrease by 15 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 3.8%.
- ❑ Transportation expenses are projected to increase significantly.
- ❑ Debt payments will increase \$1.6 million due to the timing of payments.
- ❑ Major capital expenses will decrease from \$4.5 million in FY 2015 to \$4 million.

Breakdown of Total Budget by Fund

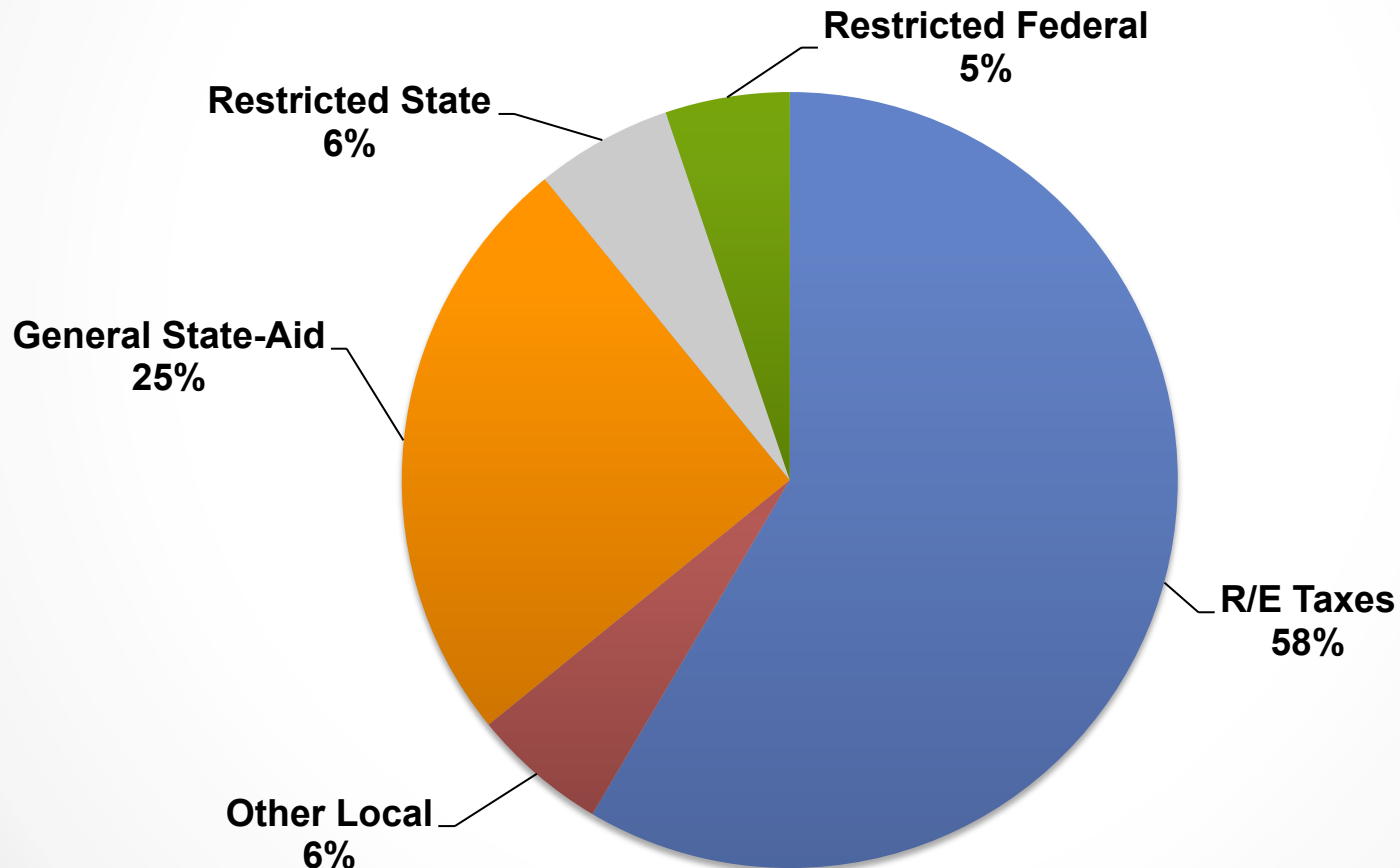
| | Beginning Balance | Revenues | Expenses | Transfers | Ending Balance |
|------------------|----------------------|---------------|---------------|--------------|-------------------|
| Education | \$ 1,406,000 | \$74,969,000 | \$83,385,000 | \$ 8,000,000 | \$ 990,000 |
| Building | 9,035,000 | 5,250,000 | 8,351,000 | | 5,934,000 |
| Bond & Int. | 3,169,000 | 6,585,000 | 6,904,000 | | 2,850,000 |
| Transportation | 10,774,000 | 12,700,000 | 8,000,000 | (8,000,000) | 7,474,000 |
| IMRF/SS | 1,706,000 | 2,300,000 | 1,900,000 | | 2,106,000 |
| Capital Projects | 6,235,000 | 40,000 | 3,000,000 | | 3,275,000 |
| Working Cash | 5,202,000 | 505,000 | | | 5,707,000 |
| Tort | 490,000 | 910,000 | 1,300,000 | | 100,000 |
| Life Safety | 1,494,000 | 965,000 | 200,000 | | 2,259,000 |
| Total | \$ 39,511,000 | \$104,224,000 | \$113,040,000 | \$ 0 | \$ 30,695,000 |

Budgeted Revenues – All Funds:

Comparison of Budget Verses Prior Years

| 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 |

Breakdown of Budgeted Revenues by Source



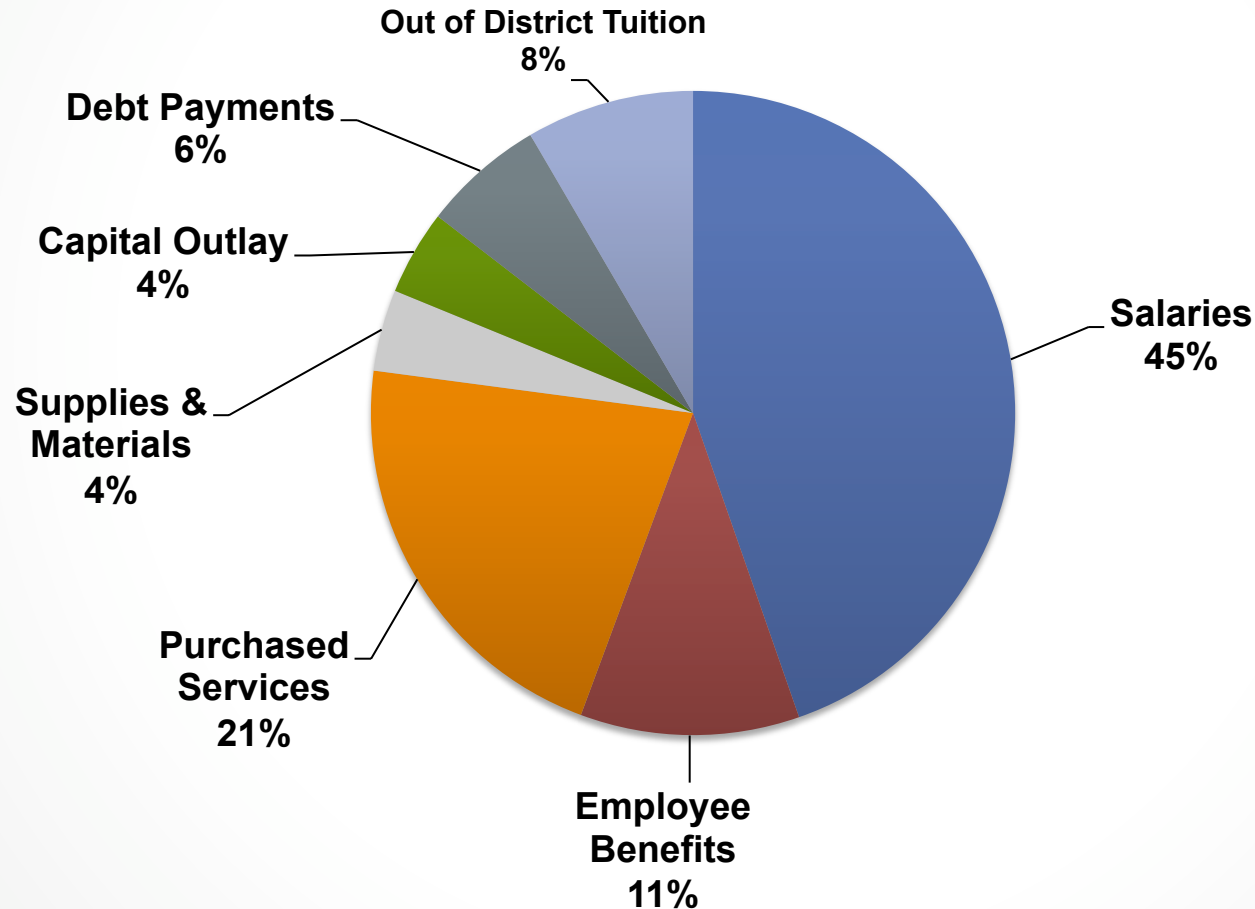
Budgeted Expenditures – All Funds

Comparison of Budget Verses Prior Years

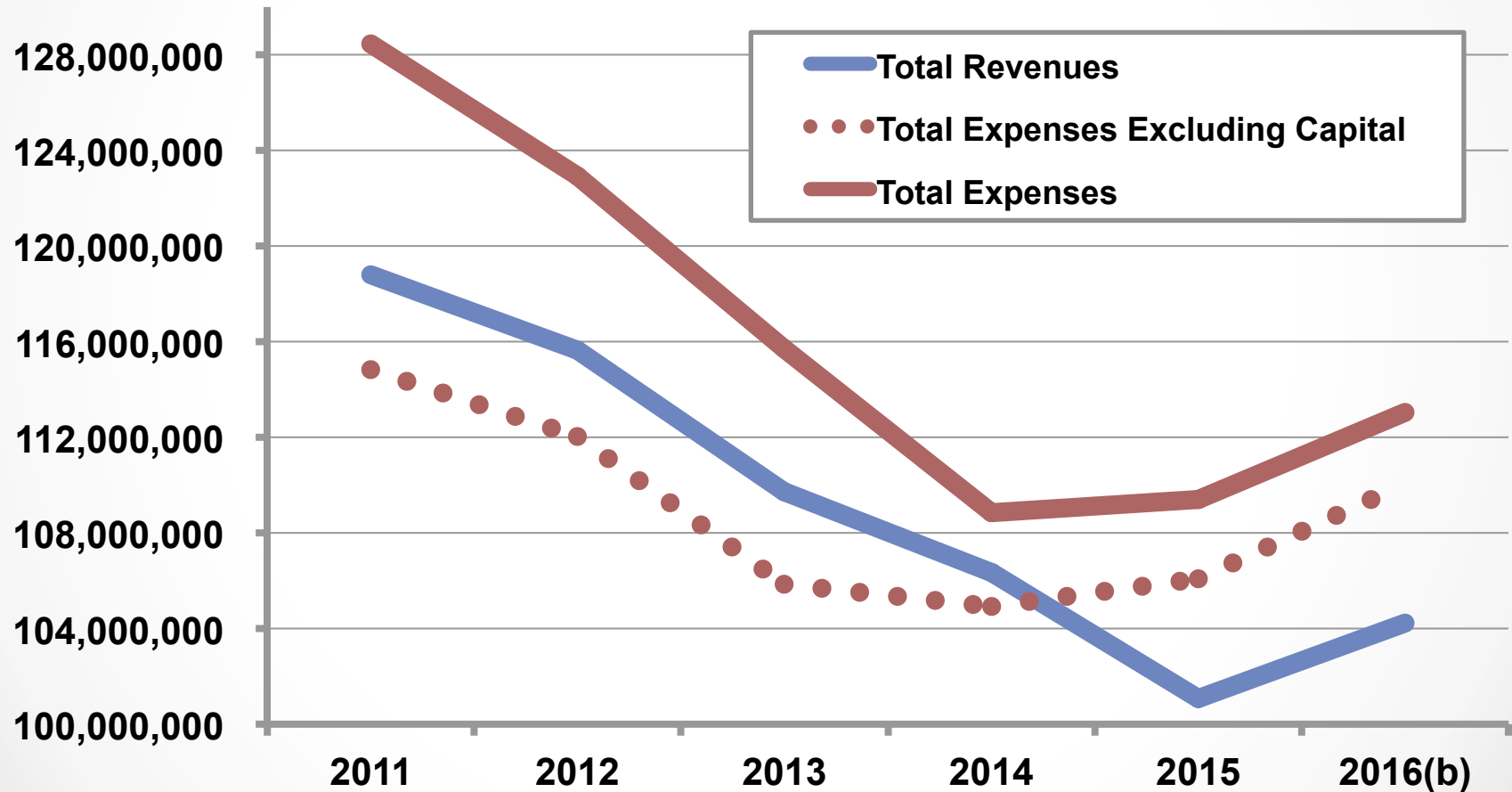
(Actual and Budget Figures Exclude Major Capital Expenses)

| Source | FY 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 |

Breakdown of Budgeted Expenditures by Type

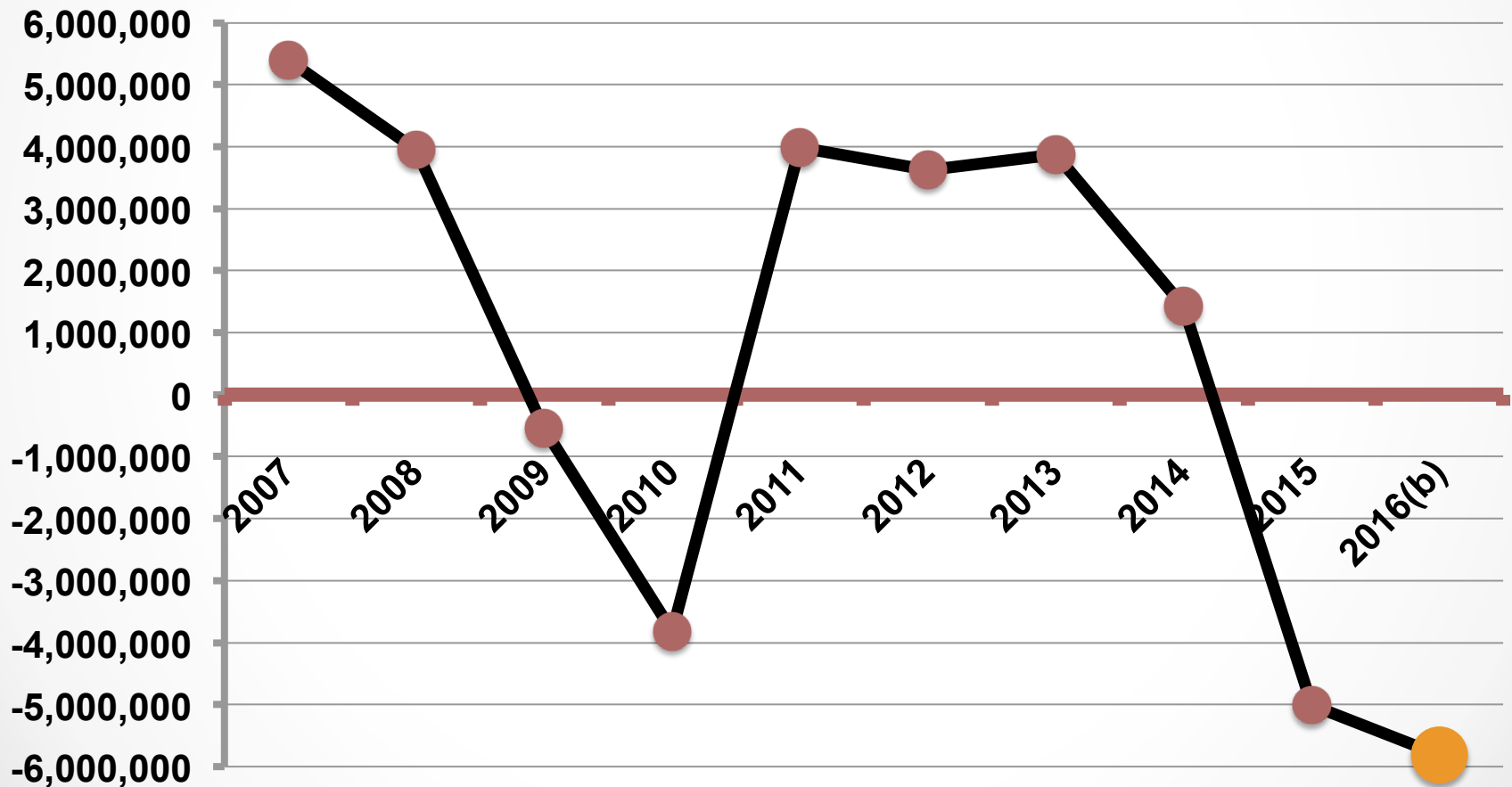


Revenues vs. Expenses – All Funds



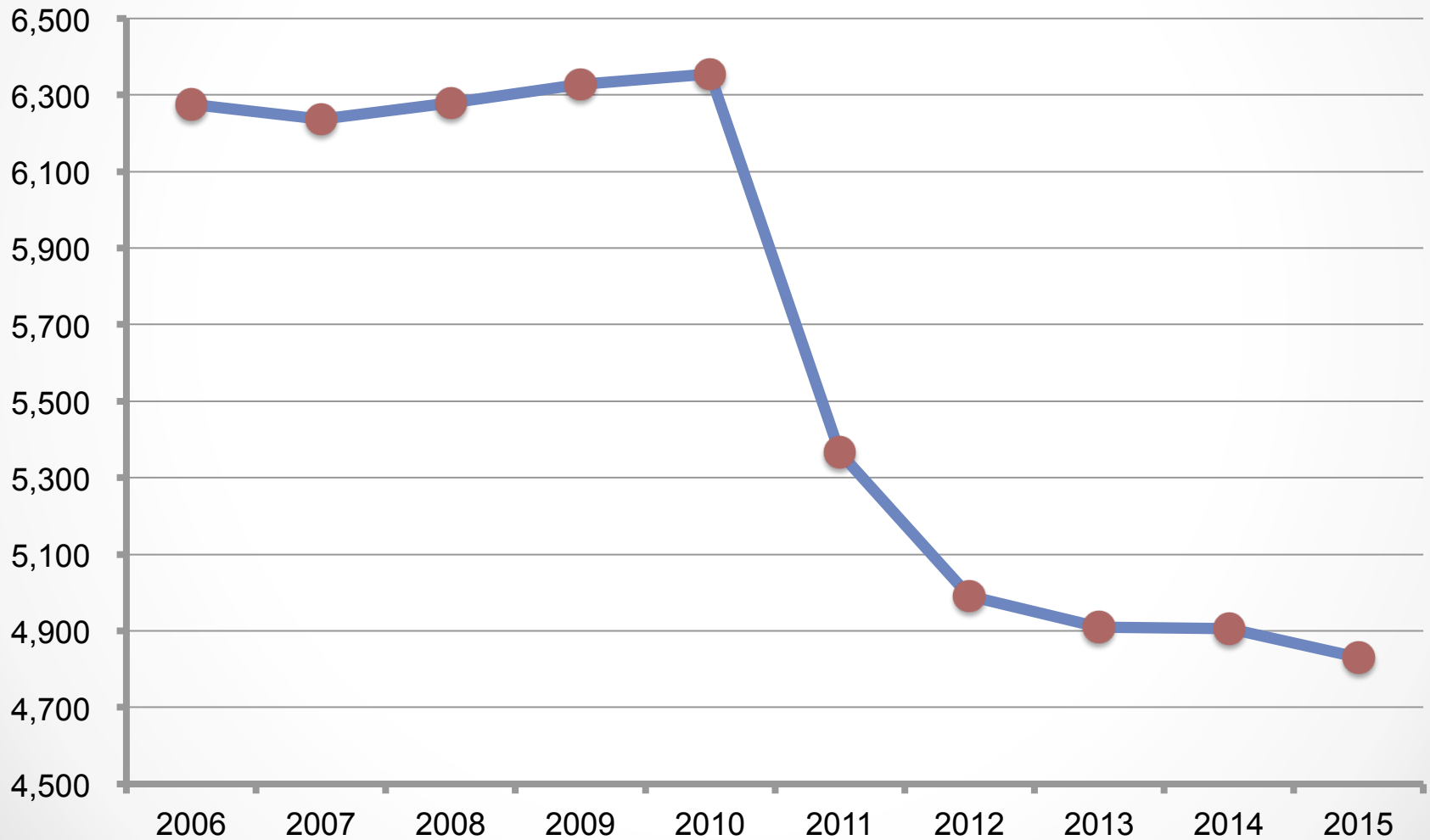
Revenues Versus Expenses (FY 2007 - FY 2016)

Surpluses/Deficits Excluding Capital Project Activity



Major Factors Impacting Financial Condition

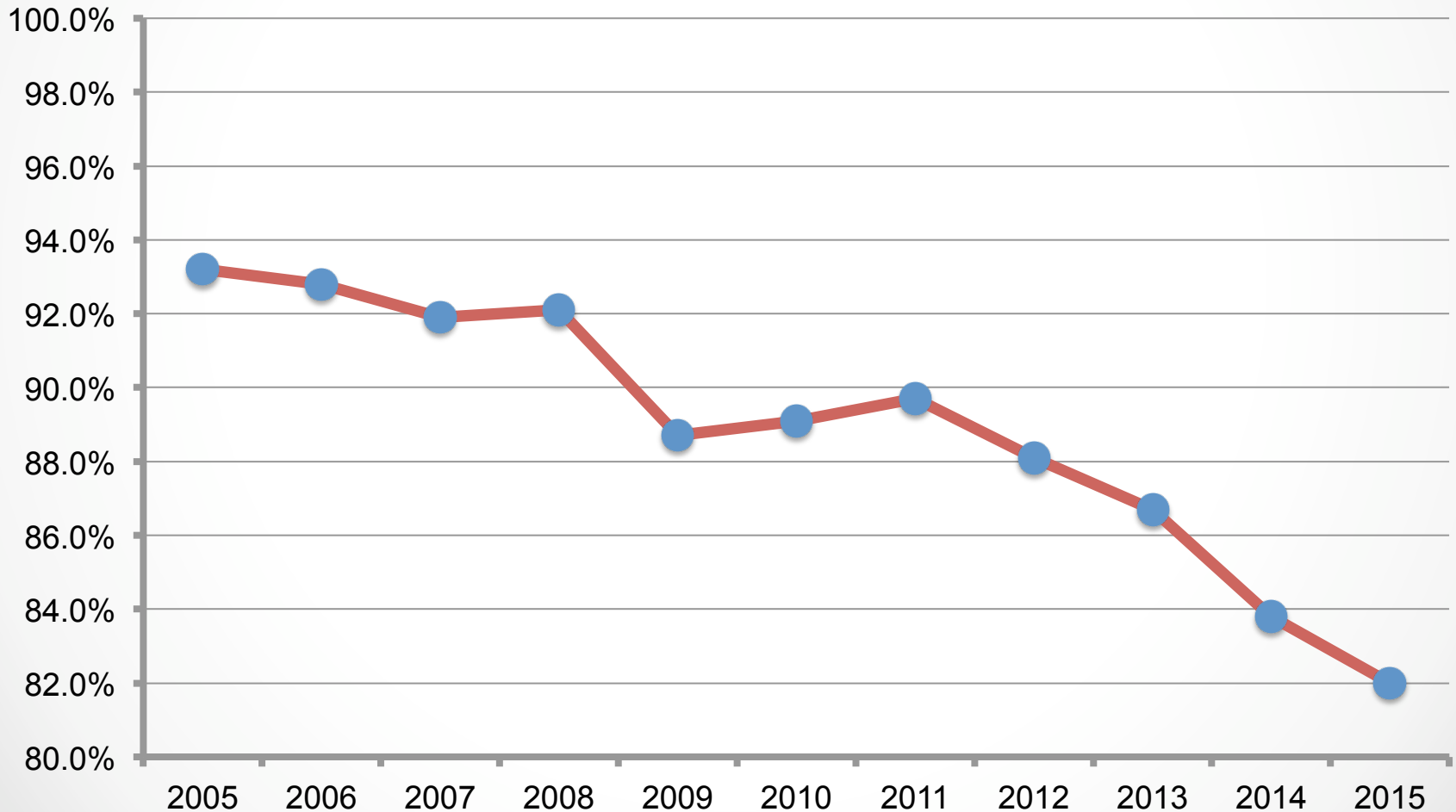
Declining Average Daily Attendance



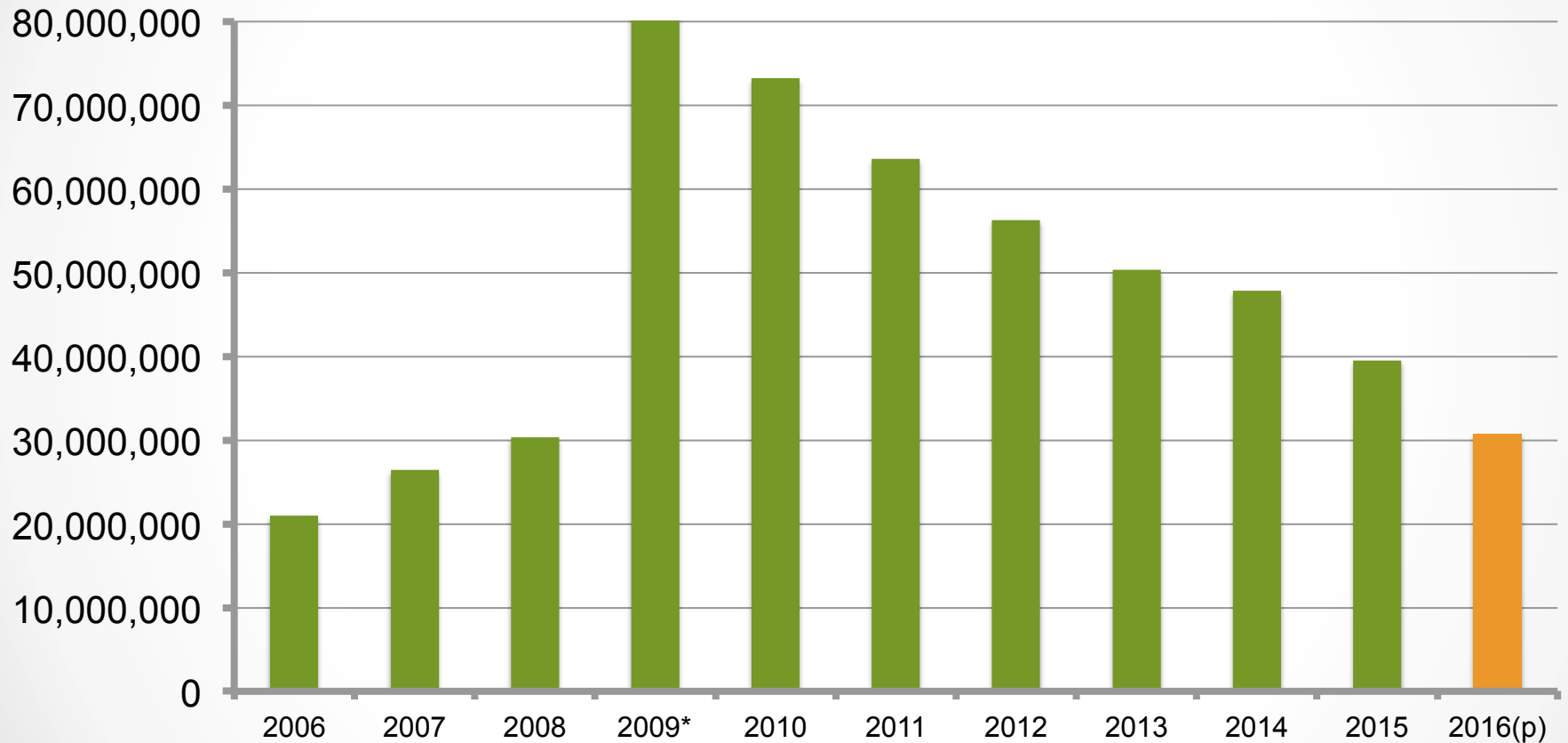
Major Factors Impacting Financial Condition

Decreasing Tax Collection Percentages

Net Collections After Refunds, Foreclosures and Non-Payments



Historical and Budgeted Fund Balances



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

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.

End of Presentation

Questions and Comments



New Business

- *Recommended Approval to Go Out to Bid for Thornton and Thornwood Fieldhouse Floor Renovation (Policy Section 4:60)-
Mr. Charnot (Approval Needed)*

New Business

- *Recommended Approval to Rebid Thornwood Pool Renovation (Policy Section 4:60) –
Mr. Charnot (Approval Needed)*

New Business

- *Recommended Approval to Go Out to Bid for Two Thornton Elevators (Policy Section 4:60)-
Mr. Charnot (Approval Needed)*

New Business

- *Recommended Approval to Go Out to Bid for One Thornwood Elevator (Policy Section 4:60)-
Mr. Charnot (Approval Needed)*

New Business

- *Recommended Approval to Go Out to Bid for Thornton New Girls Softball Field (Policy Section 4:60) –
Mr. Charnot (Approval Needed)*

New Business

- *Recommended Approval to Go Out to Bid for Thornwood Auditorium Interior Renovation (Policy Section 4:60) - Mr. Charnot (Approval Needed)*


New Business

- *Presentation of Board Visionary Goals 2015-2018 (Policy Section 2)-
Mrs. Lawrence, Board President*

BOARD HIGH-LEVEL, LONG-TERM VISIONARY GOALS AND ALIGNED STRATEGIES 2015-2018

| Student Achievement & Growth | Learning Climate | Quality Workforce | Family/ Community Partnerships | Resources |
|---|--|---|---|--|
| High-Level, Long-Term Visionary Goals | | | | |
| Ensure continuous learning development, growth and achievement for all students. | Ensure a safe, supportive, challenging and culturally sensitive learning environment. | Recruit, train and retain a high-quality staff that is committed to continuous improvement through teamwork, collaboration and shared leadership. | Engage parents, students, staff, clergy, business owners and the community (stakeholders) in the District’s continuous improvement effort. | Demonstrate and communicate effective and efficient school district operations to ensure excellent stewardship of public resources. |
| Aligned Strategies | | | | |
| <p>Develop a standards-based framework for all courses that align to the Common Core State Standards (CCSS) and/or industry standards.</p> <p>Follow up with a common formative and summative system of assessments aligned to the CCSS.</p> <p>Promote rigor in all coursework.</p> <p>Based on CCSS, develop common lesson plans for 180 days and common assessments per unit.</p> <p>Promote feeder school to high school instructional curricular alignment in math and science.</p> <p>Continue partnership with local colleges to offer more dual college credits and technical certifications.</p> | <p>Follow state-mandated protocol in school safety and health.</p> <p>Implement culturally sensitive training for all stakeholders.</p> <p>Implement a culture that believes all students can excel.</p> <p>Promote instructional style that consistently sparks interests and engages students.</p> | <p>Implement Professional Learning Communities (PLC) teams that focus on continuous improvement.</p> <p>Focus and prioritize professional development around the Board’s long-term goals.</p> <p>Encourage lines of communication with all staff.</p> | <p>Create and carry out a robust communications plan that addresses both internal and external stakeholders.</p> <p>In collaboration with stakeholders, work towards enhancing scholarship opportunities.</p> <p>Conduct an Accountability Survey aligned to Board goals administered to stakeholders.</p> <p>In collaboration with stakeholders, develop a visionary plan for all three high schools to further meet the needs of the entire student population.</p> | <p>Implement regular monthly reports to the Board that show the ongoing fiscal status of both the District budget and all District funds.</p> <p>Explore avenues for increasing revenues.</p> <p>Ensure efficient management of District’s resources.</p> <p>Implement strategies of fiscal management with staff.</p> |

BOARD HIGH-LEVEL, LONG-TERM VISIONARY GOALS AND ALIGNED STRATEGIES 2015-2018

| Student Achievement & Growth | Learning Climate | Quality Workforce | Family/ Community Partnerships | Resources |
|--|---|---|---|---|
| Indicators | | | | |
| Departments have and utilize a standards-based curriculum. | Discipline data | Multi-year, aligned professional development plan | Development of communications plan | Monthly Board budget and funds reports |
| Standards-based units. | Attendance data | | Application of communications plan | New revenue possibilities |
| Units that have common essential learning outcomes. | School-generated injuries | PLC teams implemented with fidelity | Satisfaction with District communication | Satisfaction on District fiscal management |
| Common summative (unit) assessments per course and department. | Standards for common, culturally sensitive expectations | Recruitment of PLC-background or trained staff | Completion of Accountability Survey | Satisfaction on alignment of fiscal priorities to long-term Board goals |
| Common standards-based lesson plans for 180 days and common formative assessments per unit. | Groups culturally sensitively trained | Retention of PLC-background or trained staff | Increased number of graduates receiving college scholarships | State financial profile |
| Improve State Standardized Test scores. | Satisfaction about a safe educational environment | | Increased partnerships with public entities | Staff exercises fiscal management with District's resources |
| Data determining the success of the feeder schools to high school math and science curriculum alignment, Advanced Placement courses, International Baccalaureate (IB) program, Advancement Via Individual Determination (AVID) program, Dual Credit college courses, Technical certifications, scholarship initiatives and retrieving students that have dropped out | Satisfaction about cultural sensitivity | | Implement a visionary plan for all three high schools using stakeholders' input | |
| Feeder school curriculum and textbooks align with high schools | Students express interest in school coursework | | | |
| Students graduating from high school with college credits and/or technical certifications | | | | |
| BUILDING BRIDGES TO ACADEMIC EXCELLENCE  | | | | IN A GLOBAL SOCIETY <i>Vision 2016</i> |

Superintendent's Report

Executive Session

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

- ❖ *Director of Human Resources Contract*
- ❖ *Athletic Director Consultant Contract*
- ❖ *Principal Salary Reimbursement Payment*
- ❖ *Approval of General Release and Waiver of Claims settlement document in Bret Tucker Federal litigation*
- ❖ *Approval of Employment Contract Step Increase*

Adjournment

NEXT MEETING

September 9, 2015

6:30pm

Thornridge High School