

BOARD OF EDUCATION MEETING

SEPTEMBER 10, 2014

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

Consent Agenda

- APPROVAL OF MINUTES: REGULAR MEETING AND EXECUTIVE SESSION OF AUGUST 13, 2014
- APPROVAL OF DISTRICT 205 BILLS FOR THE MONTHS OF JULY AND AUGUST 2014; AND SEPTEMBER 5, 2014
- PERSONNEL: APPROVAL OF RESIGNATIONS, LEAVE OF ABSENCES AND EMPLOYMENTS DATED: JULY 9, 2014, AUGUST 13, 2014 AND SEPTEMBER 10, 2014

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 CRUCIAL 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. JERRY DOSS

FOIA



Communications

- MR. JERRY DOSS



Communications

OVER 1200 STUDENTS HAVE AND PLAN TO PARTICIPATE IN THE ANNUAL FREE DENTAL CLEANINGS PROVIDED AT ALL 3 SCHOOLS. LAST WEEK THE FREE CLEANINGS TOOK PLACE AT THORNRIDGE HIGH SCHOOL AND THIS WEEK THEY ARE TAKING CARE OF THE WILDCATS AT THORNTON TOWNSHIP. THORNWOOD WILL HAVE ITS TURN NEXT WEEK. DISTRICT 205 HAS PROVIDED THIS OPPORTUNITY FOR STUDENTS OVER THE LAST 4 YEARS. EACH YEAR THE TURN OUT IS INCREDIBLE.



Communications

Congratulations

to the Falcon
Football Team on
being 2 - 0 and
snapping a 28 game
losing streak.



Communications

TW HOMECOMING

Tuesday, September 9th: Powder Puff Football Game 3pm-4:15pm

Friday, September 12th: Pep Assembly- 11th period

Friday, September 12th: Homecoming Football Game vs. TT
Sophomore- 5:00pm and Varsity- 7:30pm

Saturday, September 13th: Homecoming Parade
(South Park Ave. starting at Municipal Park/163rd) 10:00am

Saturday, September 13th: Homecoming Dance at TW, 7:00-10:30pm

Upcoming Events

SEPTEMBER

SEPT. 25 – PARENT TEACHER CONFERENCE, ALL SCHOOLS

SEPT. 26 – PARENT TEACHER CONFERENCE, NO SCHOOL

Upcoming Events

OCTOBER

OCT. 1 – FINANCE COMMITTEE MEETING, 9AM, DISTRICT

OCT. 7 – STUDENT BOARD OF EDUCATION MTG., THORNRIDGE
H.S., 4PM

OCT. 8 – BOARD OF EDUCATION MTG., THORNRIDGE H.S.,
6:30PM

Unfinished Business

- APPROVAL OF DISTRICT 205 BILLS FOR THE MONTH OF OCTOBER, NOVEMBER, DECEMBER 2013 AND JANUARY, FEBRUARY, MARCH, APRIL, MAY, JUNE AND JULY 2014

Unfinished Business

- APPROVAL OF RESIGNATIONS, LEAVE OF ABSENCES AND EMPLOYMENTS DATED: NOVEMBER 13, 2013, DECEMBER 11, 2013, JANUARY 3, 2014, FEBRUARY 12, 2014, MARCH 12, 2014, APRIL 9, 2014, MAY 14, 2014, JUNE 11, 2014 AND JULY 9, 2014

New Business

- RECOMMENDED APPROVAL OF 2014- 2015 TENTATIVE BUDGET (*POLICY SECTION 4:10*) -
MR. CHARNOT (APPROVAL NEEDED)



Thornton Township High School District 205

Presentation of 2014-15 Tentative Budget

Preparing Today for the Challenges of Tomorrow

August/September 2014

Major Budget Assumptions:

Revenues

- ❑ R/E Taxes will grow pursuant to tax cap restrictions (CPI = 1.5%).
- ❑ General State-Aid will decrease \$374,000.
- ❑ State grant revenues will decrease due to:
 - ❑ Timing of payments
 - ❑ Elimination of grant programs
 - ❑ Reimbursements due to audit findings
- ❑ Federal grants will increase as increase as carryover dollars due from Title 1 and Title 2 grants will more than offset reimbursements due from audit finding.

Expenses

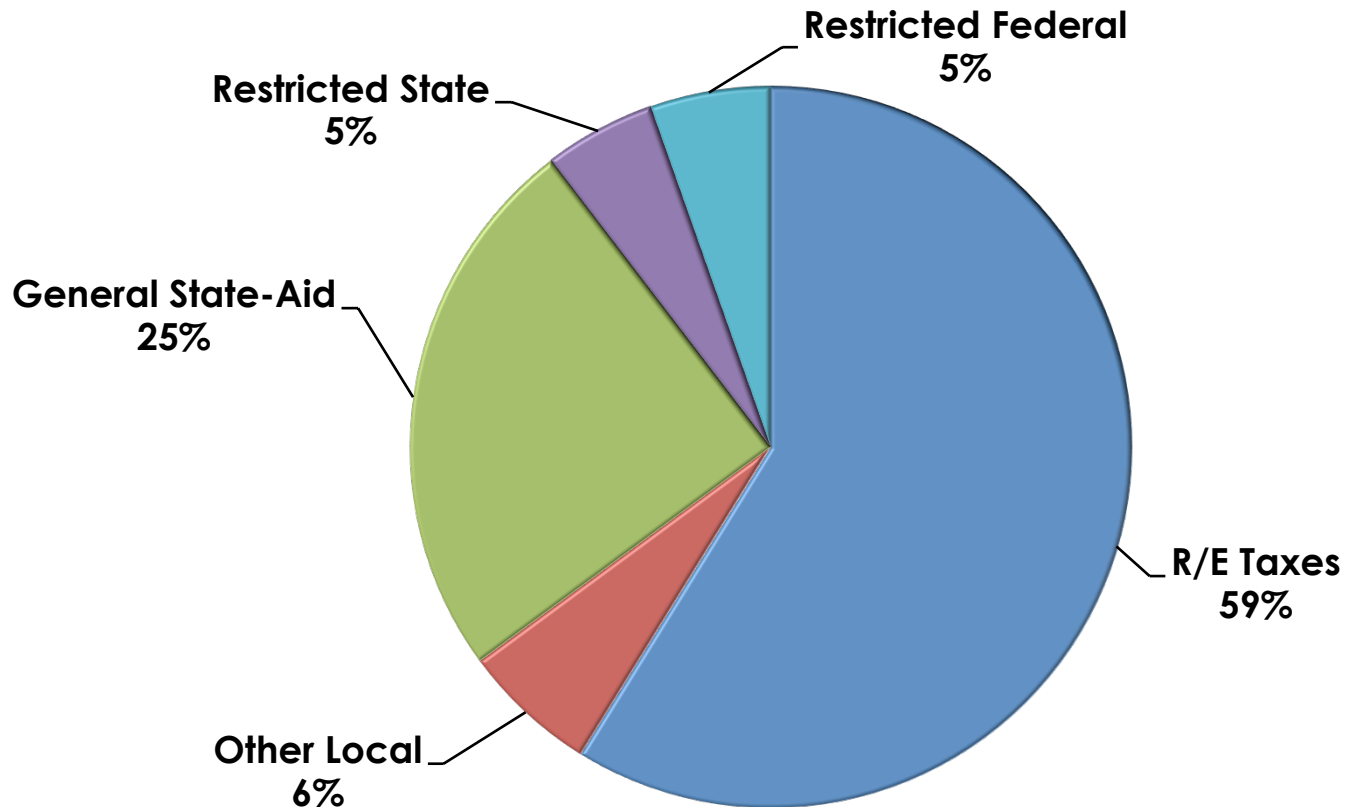
- ❑ District debt payments will decrease by \$1.2 million.
- ❑ District will spend \$5 million in total capital expenses.
- ❑ Salaries and all other expenses budgeted to increase between 1% - 2%.

Budgeted Revenues – All Funds:

Comparison of Budget Verses Prior Years

Source	FY 2011	FY 2012	FY 2013	FY 2014	BUDGET FY 2015
Real Estate Taxes	\$ 59,358,000	\$ 62,181,000	\$ 60,644,000	\$ 59,580,000	\$ 61,154,000
Other Local Revenues	8,050,000	6,221,000	5,860,000	7,041,000	6,321,000
General State-Aid	29,573,000	31,121,000	27,439,000	26,053,000	25,679,000
Other State Grants	10,148,000	7,122,000	9,146,000	8,095,000	5,200,000
Federal Grants	7,176,000	5,397,000	5,892,000	5,418,000	5,600,000
Non-Reoccurring Federal Grants	<u>4,505,000</u>	<u>3,615,000</u>	<u>742,000</u>	<u>0</u>	<u>0</u>
Total Revenues	\$118,810,000	\$115,657,000	\$109,723,000	\$106,187,000	\$103,954,000

Breakdown of Budgeted Revenues by Source

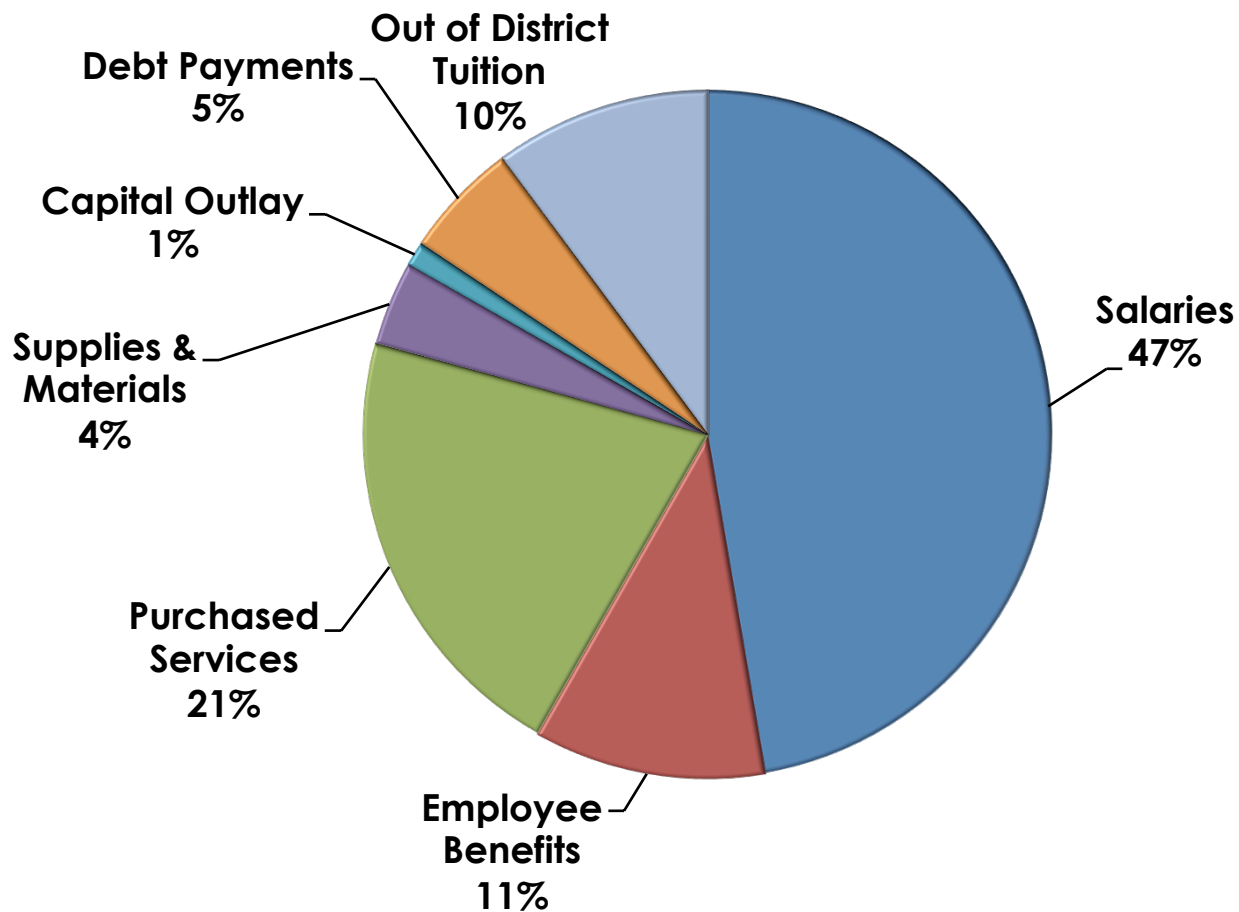


Budgeted Expenses – All Funds:

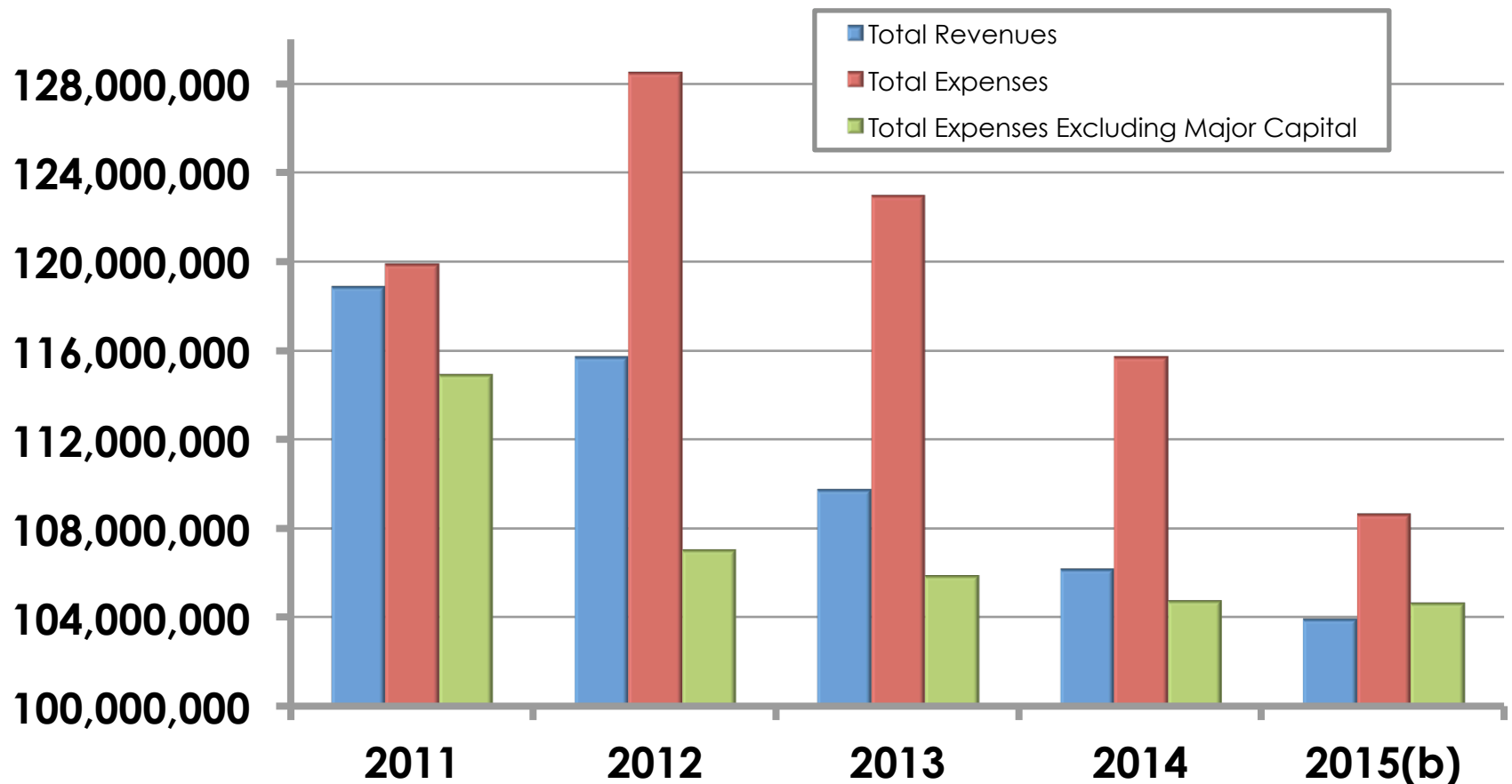
Comparison of Budget Verses Prior Years – Excluding Major Capital Expenses

Expense Type	FY 2011	FY 2012	FY 2013	FY 2014	Budget FY 2015
Salaries	\$ 50,484,000	\$ 48,028,000	\$ 46,926,000	\$ 48,799,000	\$ 49,520,000
Employee Benefits	11,434,000	10,520,000	11,075,000	11,177,000	11,400,000
Purchased Services	24,723,000	20,046,000	21,190,000	21,674,000	22,035,000
Supplies and Materials	4,288,000	4,590,000	4,099,000	4,091,000	4,165,000
Capital Outlay	3,848,000	4,448,000	3,325,000	1,238,000	1,200,000
Out of District Tuition & Other	11,419,000	11,072,000	10,904,000	10,786,000	11,050,000
Debt Service	<u>8,623,000</u>	<u>8,328,000</u>	<u>8,330,000</u>	<u>6,985,000</u>	<u>5,284,000</u>
Total Expenses	\$114,819,000	\$107,032,000	\$105,849,000	\$104,750,000	\$104,654,000

Breakdown of Expenses by Type



Revenues vs. Expenses – All Funds

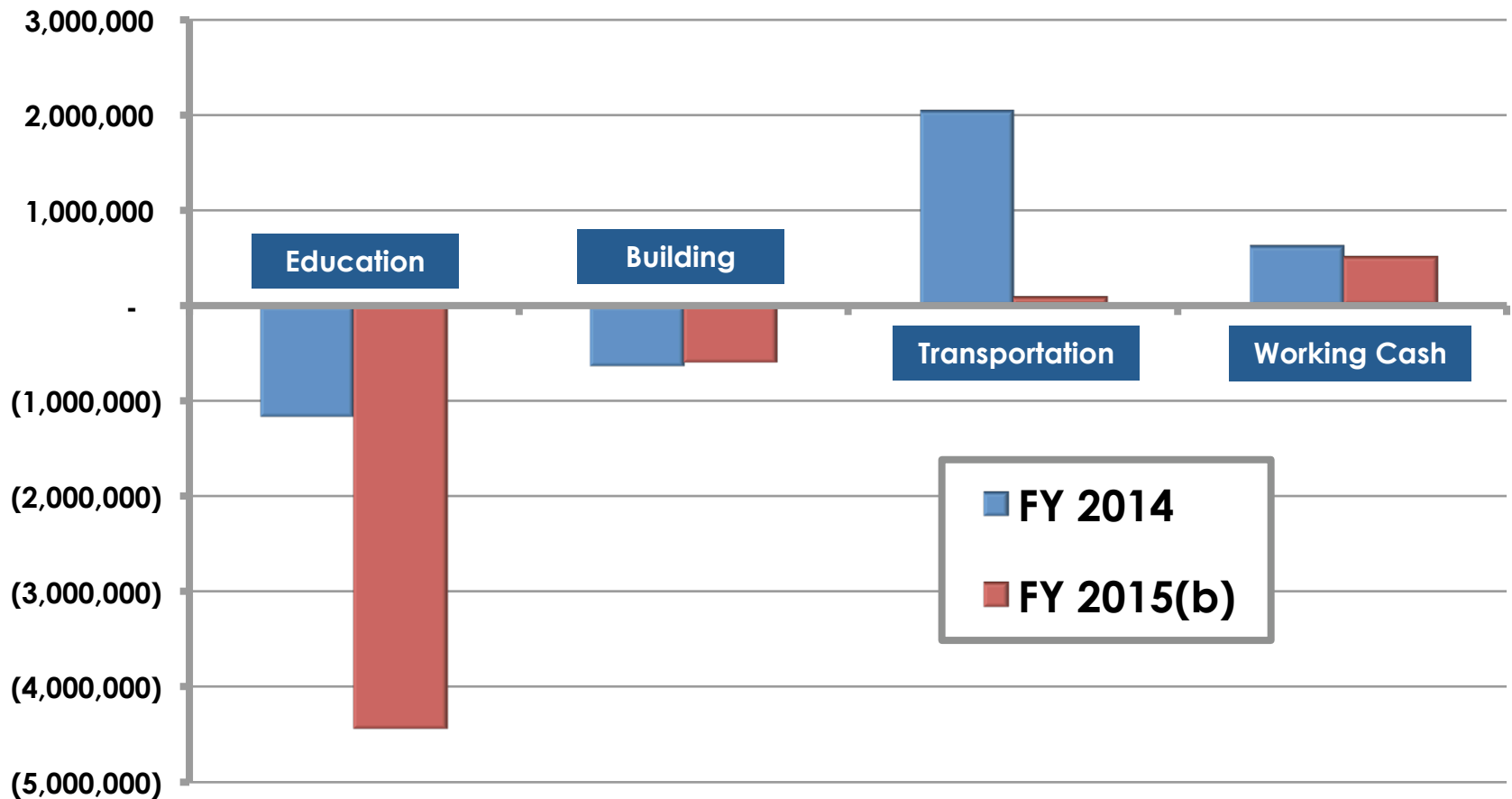


Breakdown of Budget by Fund

	Beginning Balance	Revenues	Expenses	Transfers	Ending Balance
Education	\$ (97,000)	\$77,549,000	\$81,988,000	\$ 4,600,000	\$ 64,000
Building	12,019,000	6,470,000	7,081,000		11,408,000
Bond & Int.	2,154,000	6,722,000	5,285,000		3,591,000
Transportation	17,303,000	7,984,000	7,900,000	(4,600,000)	12,787,000
IMRF/SS	1,255,000	2,633,000	1,800,000		2,088,000
Capital Projects	9,242,000	20,000	3,800,000		5,462,000
Working Cash	4,684,000	505,000			5,189,000
Tort	783,000	1,065,000	600,000		1,248,000
Life Safety	499,000	1,006,000			1,505,000
Total	\$ 47,842,000	\$103,954,000	\$108,454,000	\$ 0	\$ 43,342,000

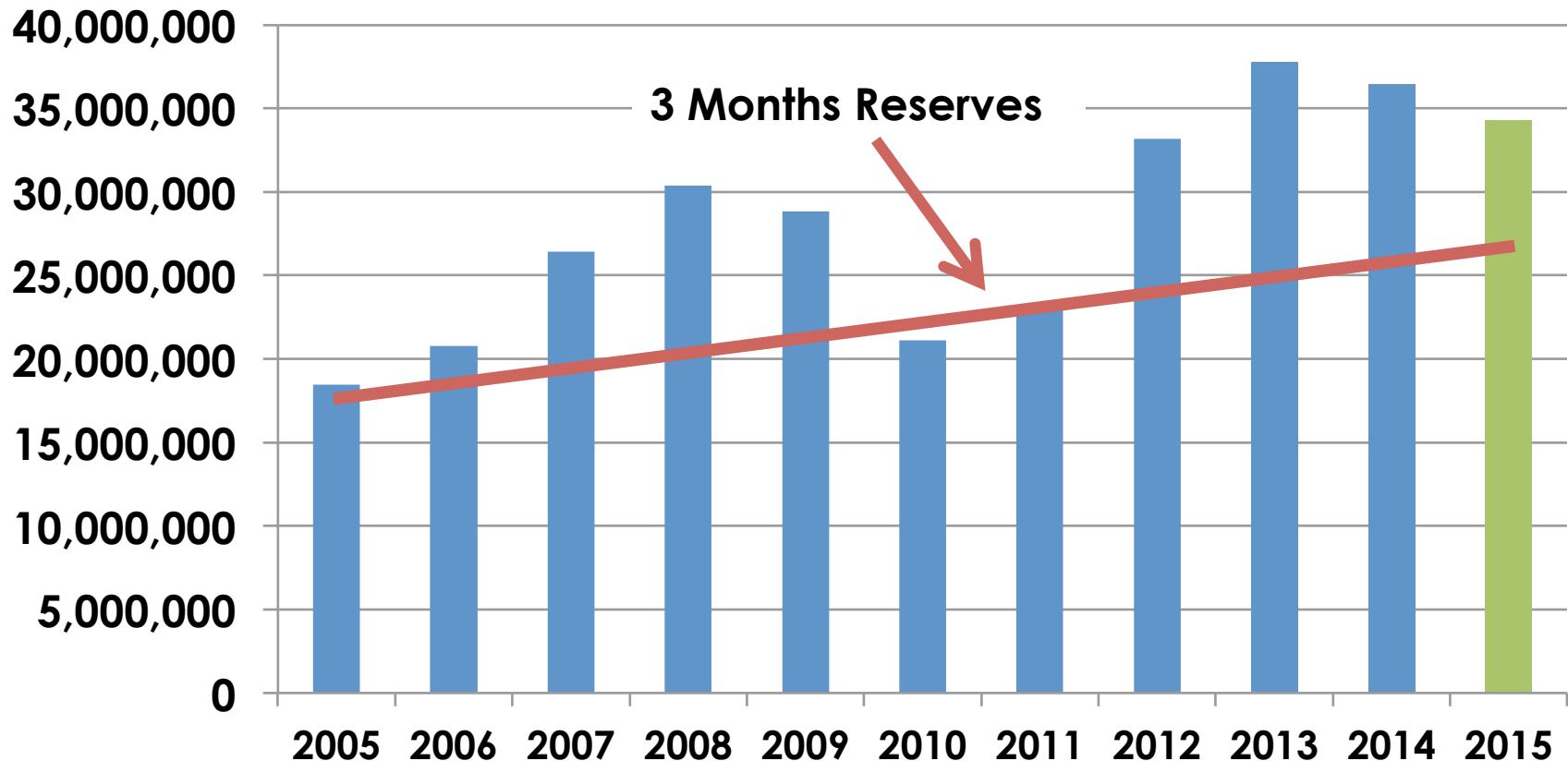
Surplus/Deficit – Operating Funds Only

Comparison of Revenues Versus Expenses by Fund



Historical and Budgeted Fund Balance

Excluding Bond Fund and Capital Reserve Fund



Major Factors That Have Already Impacted District's Financial Condition:

- **Dramatic decrease in average daily student attendance.**
 - **Impact:** *Decrease in average daily student attendance of 1,448 students over past four years has resulted in millions of dollars in lost General State-Aid revenues.*
- **Dramatic decrease in taxable property values.**
 - **Impact:** *Decline in property values in excess of 34% over past six years have dramatically decreased the ability of the District to allocate tax revenues into the education and building funds.*
- **Proration of General State-Aid dollars.**
 - **Impact:** *District will lose \$3.1 million in FY 2015 due to proration and will have lost in excess of \$11 million over past four years.*

Current 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 an estimated \$1.6 - \$3.6 million annually.*

▣ Passage of Senate Bill 16.

- **Estimated Impact:** *Senate Bill 16 passed the Senate last year and is currently being considered by House. Based on estimates from ISBE, if the bill passes, the District would lose \$3.6 million annually in State revenues.*

▣ Creation of charter school.

- **Estimated Impact:** *If a charter school is approved within the District, the District stands to lose \$4 - \$6 million annually.*

End of Presentation

▣ Questions and Comments



New Business

- RECOMMENDED APPROVAL OF THE IMRF AGENT AUTHORIZATION (*POLICY SECTION 4:60*) – MR. CHARNOT (APPROVAL NEEDED)

Superintendent's Report



THORNTON TOWNSHIP

HIGH SCHOOLS DISTRICT 205

Reviewing Attendance & Infractions for SY 2013-14

Board of Education Meeting
September 10, 2014



Early Intervention Is Critical

Source: Huffington Post 9/2/2014



School Absence Can Set Students Back Between 1 And 2 Years: Report
Hedy Chang, the group's director and co-author of the report

- “While school absenteeism can often be a symptom of underlying issues such as poverty or a disruptive family life, Chang said that ***some students who increasingly miss school do so because absenteeism can be self-reinforcing.*** After missing several classes, Chang said, and as students learn less and their performance suffers, they can become ***discouraged and miss more days*** through causes such as truancy. Catching these students early and engaging them, she said, can help address the problem.”

http://www.huffingtonpost.com/2014/09/02/school-absence_n_5739084.html

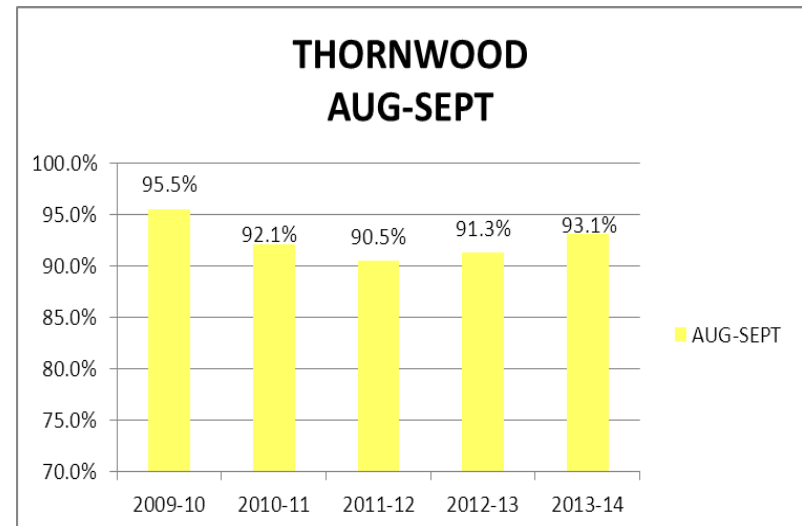
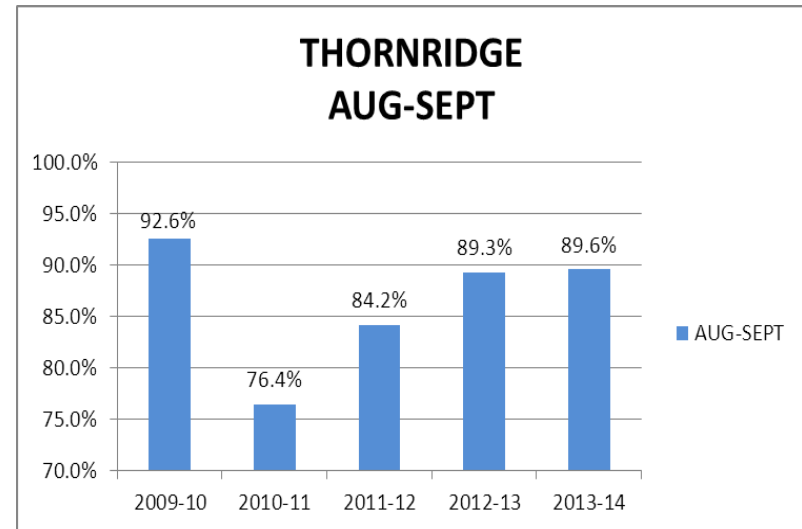
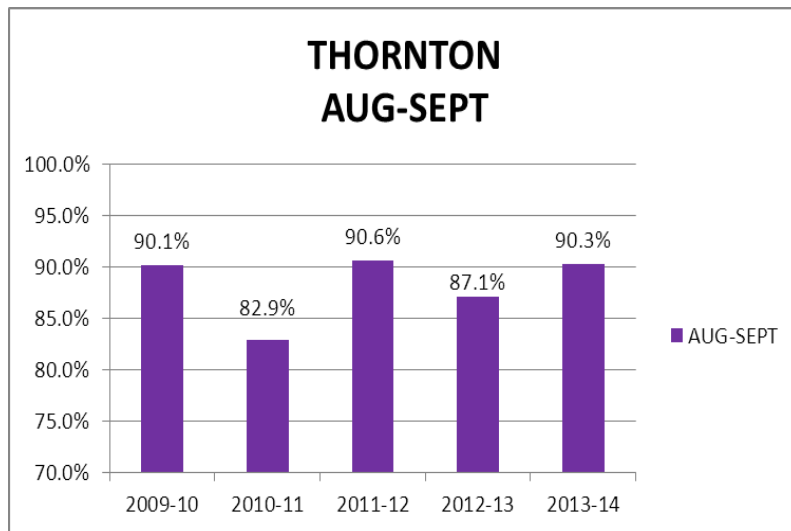
Clear and Common Definitions Of:

- Attendance - Hours of Learning
- Absence - What constitute a full day or 1/2 day
 - If a student is tardy to school for an *entire period*, they receive 1/2 day of attendance.
 - If a student leaves *1 period early*, they receive 1/2 day of attendance
 - If a student is absent *2 periods*, they receive 0 day of attendance
- Excessive Absence - Is defined by 5% or 9 days absent (excused or unexcused) of the past 178 days. This aligns student absence rates with student chronic truancy, not punitive, but reported for the sake of prevention. **This tracking is used to flag students that are at risk of becoming chronically truant.**

Multiple Measure Index Indicator

- Chronic Absence – Excused (suspended) and/or Unexcused
- Chronic Truancy – Students with 10 days absent in the first semester and 20 days absent in the entire school year.
- Average Daily Attendance is what provides the individual student and school-wide attendance rate
- Satisfactory Attendance – Students attending at least 95% of the past 178 days.

5 Year Attendance Trend ~ Aug/Sept -



Increase of ADA for the Aug-Sept Reporting Term:

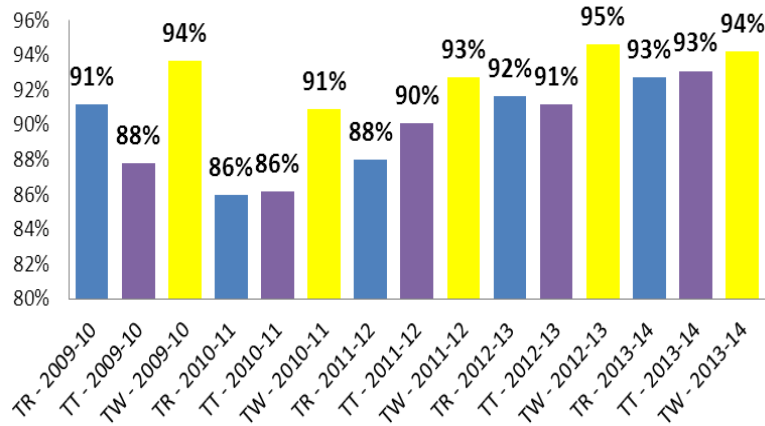
TT = +3.2%

TR = +0.3%

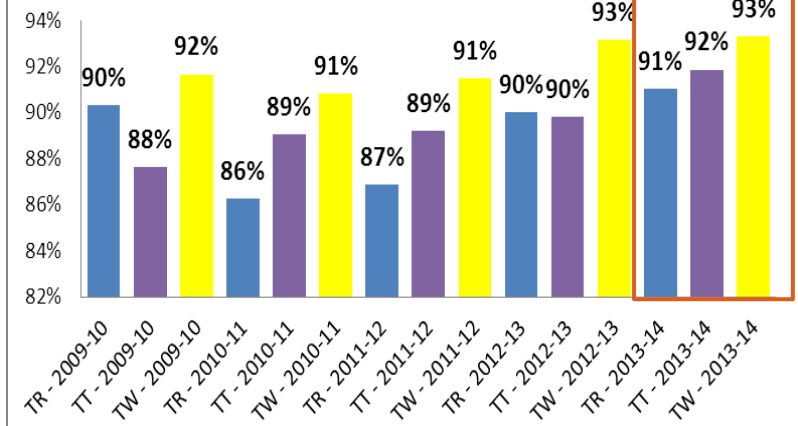
TW = +1.8%

5 Year Attendance Trend ~ Oct., Nov., Dec., Jan.

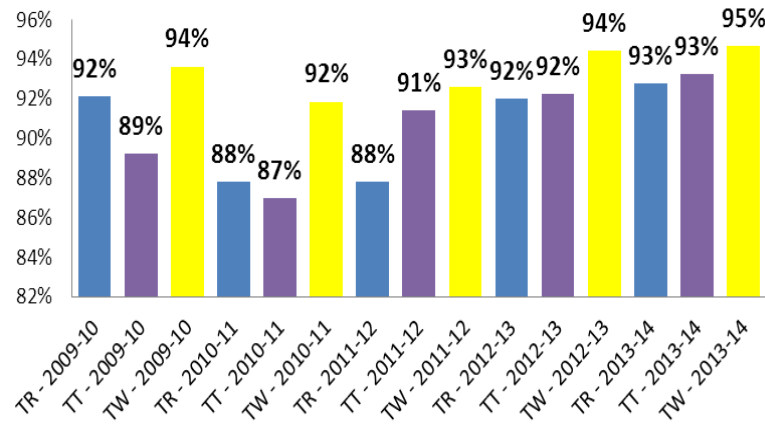
OCT



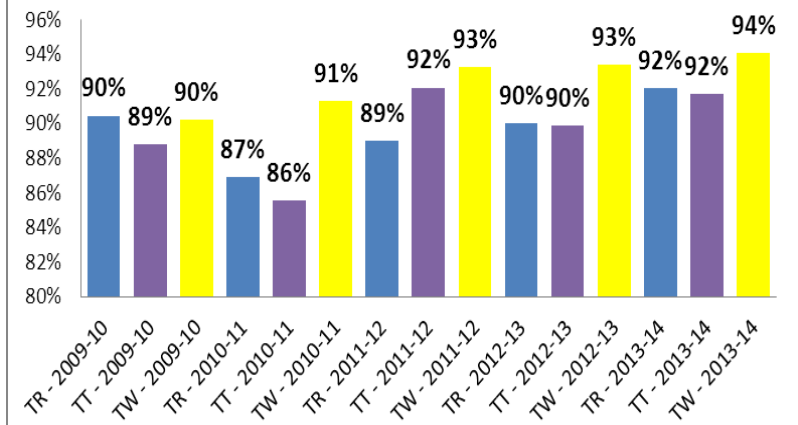
NOV



DEC



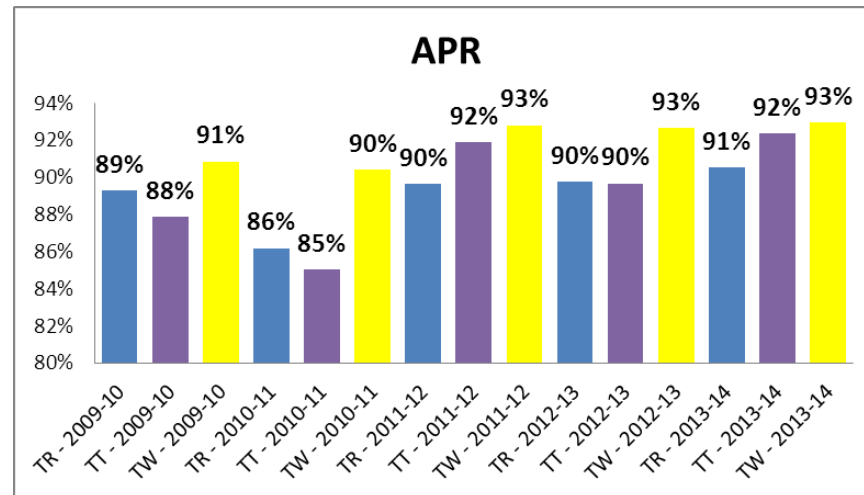
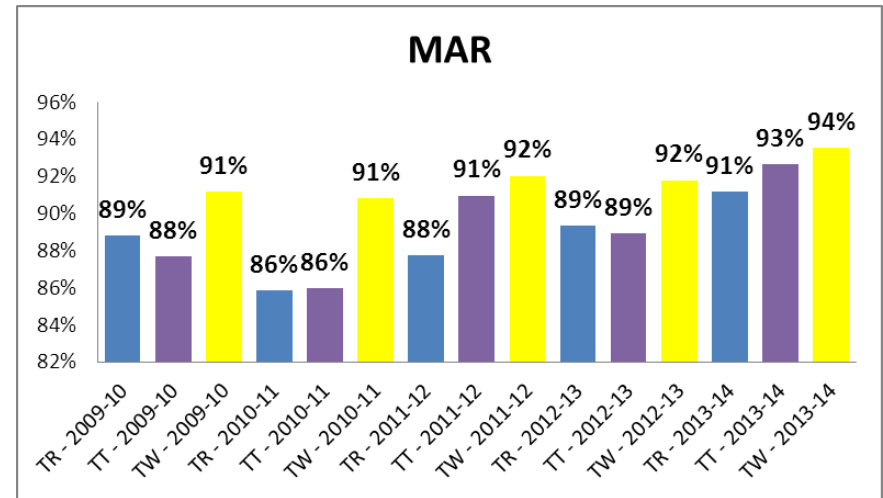
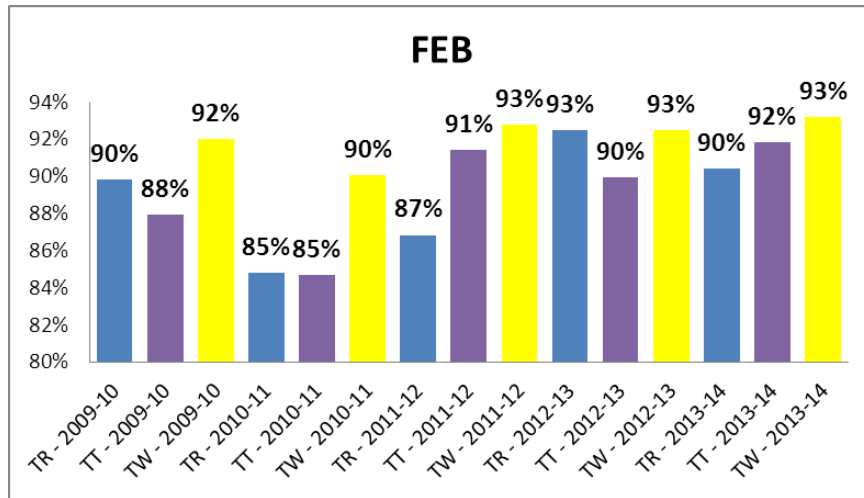
JAN



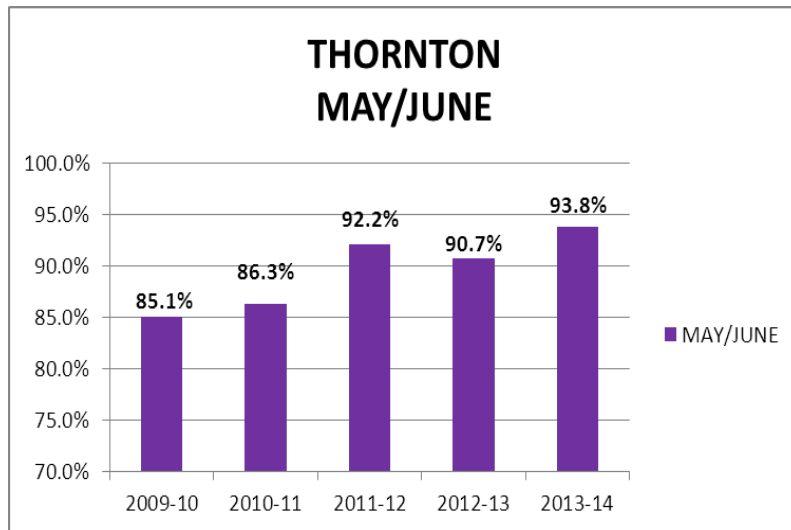
Why does November Attendance Drop?

- 1st Quarter grades come out end of October, students may be discouraged if their grades are low
- The weather is changing and students don't want to travel in bad weather
- 17 days of attendance in the month of November due to holidays (**29%** of students were absent more in Nov than Oct and **34%** of students were absent more in Nov than in Dec.)
- Due to Thanksgiving holiday, some students may take the entire week off to visit family

5 Year Attendance Trend ~ Feb., Mar., Apr.



5 Year Attendance Trends ~ May/June

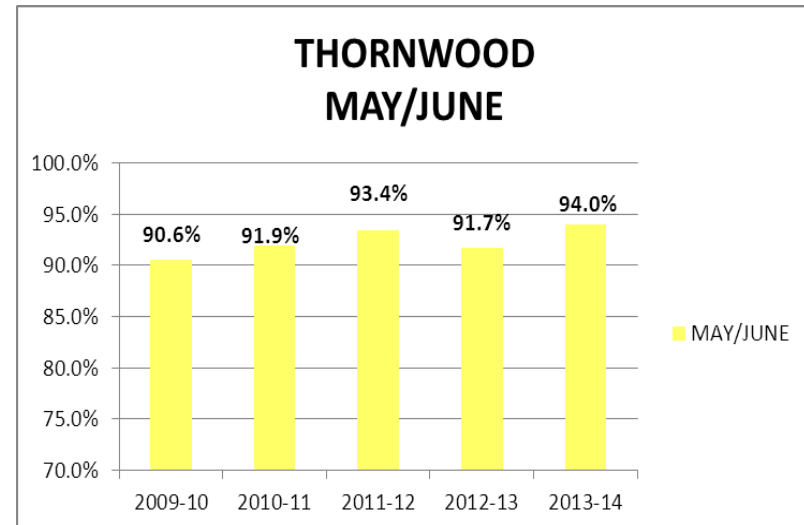
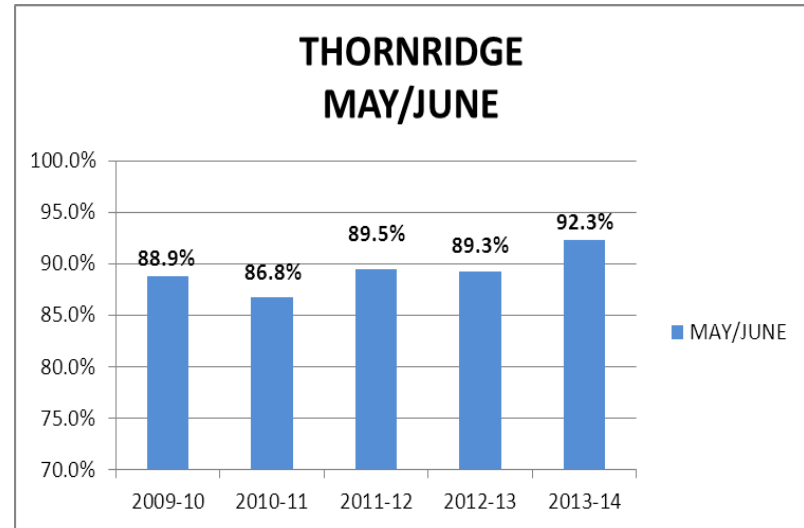


***Increase/Decrease ADA for
the May/June Reporting
Term:***

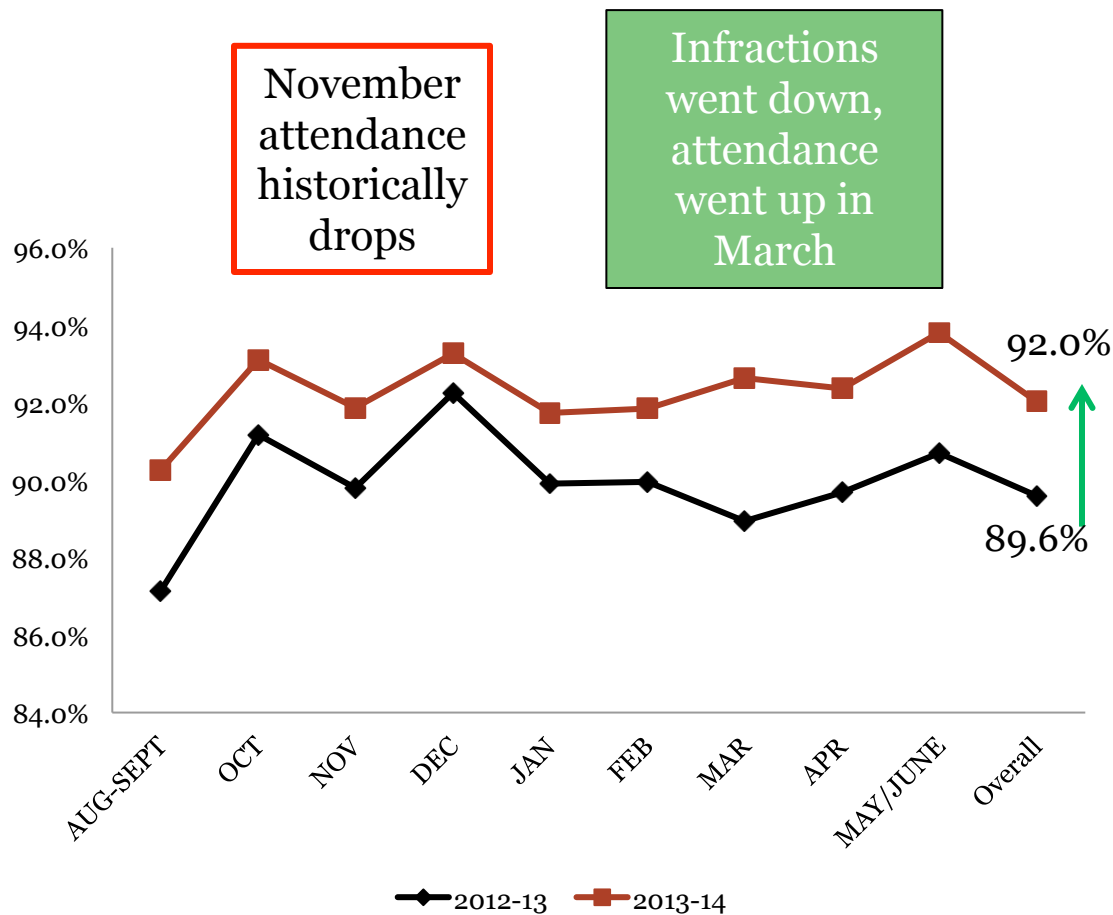
TT = +3.1%

TR = +3.0%

TW = +2.3%



Thornton High School - ADA by Month



Increase/Decrease # of Infractions 2012-13 to 2013-14		
	ISS	OSS
AUG/SEPT	-90	25
OCT	-246	6
NOV	14	1
DEC	-81	133
JAN	-42	9
FEB	-161	-29
MAR	-461	-77
APR	-437	17
MAY/JUNE	-564	43
SY 2012-13	4545	1593
SY 2013-14	2477	1721
	*-2068	128

*There was a decrease of almost 50% in In-School Suspensions at TT. Let's see why...

Take 5 Mentoring Program @ TT

- What is Take 5? What are the benefits? How many staff members?
 - Take 5 is a mentoring program that addresses the Academic, Social and Motivational & Inspirational needs of freshmen male students with a 1.0 GPA or lower. There are seven primary staff members that mentor the students, communicate with the parents, provide the individual academic/behavioral plans, organize the activities and monitor the student-teacher relationships. There are *additional staff members* that also mentor students and ensure they follow the individualized plans.

Take 5 Mentoring Program @ TT

- How do you identify your target student population?
 - Students were chosen based upon their **first semester GPA's**. Behavior and Attendance issues were also an issue with these students.
 - A summer preventative program was designed for **incoming freshmen**. Students were being **monitored** during the last school year, while in their 8th grade. The Class of 2017 students were also invited to the summer program to keep them motivated for their sophomore school year.

Take 5 Mentoring Program @ TT

- How do you communicate to students/parents about the program?
 - Parents are contacted by **telephone and mail**. They are consistently informed of the Take5 activities. **Individualized Take5 Academic and Behavioral Plans are also mailed home to parents.** These plans keep parents informed of the weekly academic, social and motivational events offered.

Take 5 Mentoring Program @ TT

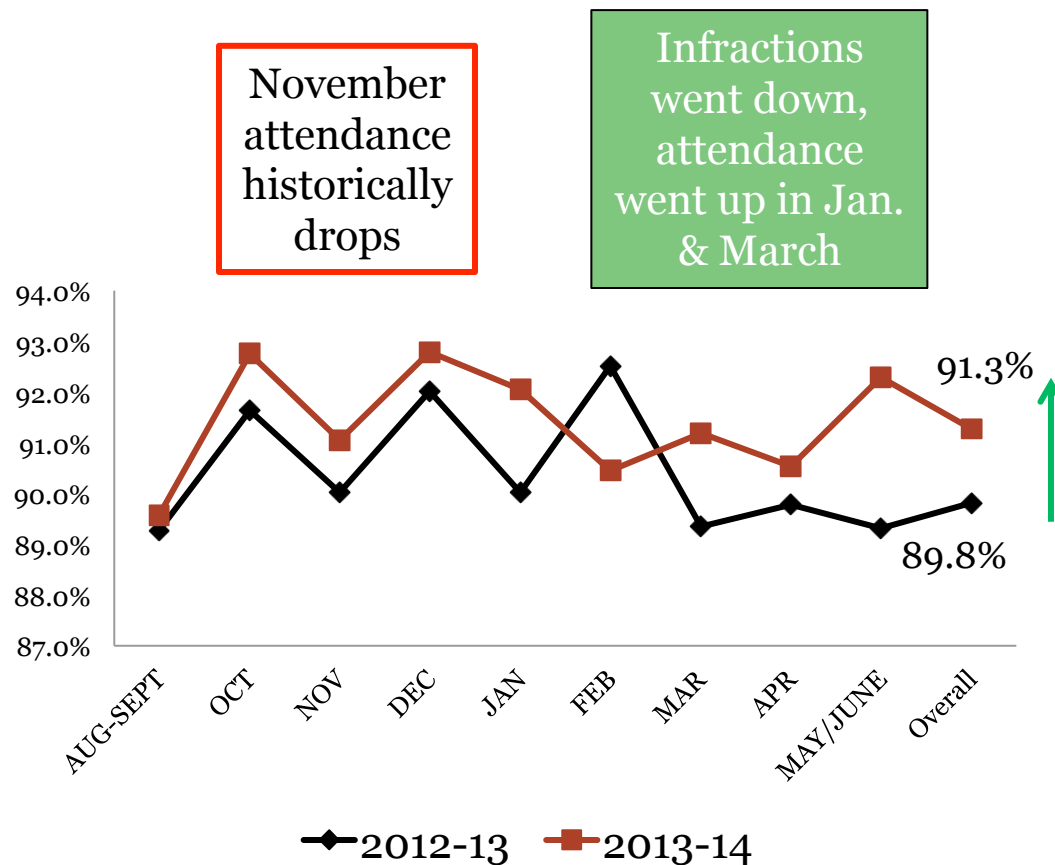
- What is expected from the students?
 - Students are expected to
 - Attend **weekly mentoring sessions**.
 - To follow their **academic plans** by attending academic support sessions during the week and on the weekend.
 - **Improve their attendance** by attending classes daily.
 - **Improve their behavior** by utilizing Take5 Motivational lessons and sessions in their daily interactions with other students, TTHS staff as well as their parents.

Take 5 Mentoring Program @ TT

- What is the follow up with the students that were in the program and how do you grow it?
 - Students from last year's freshmen class, the **class of 2017, are monitored until their graduation**. The goal of the program is to change their status from **"At-Risk of Not Graduating" to "On-Track for Graduation"**. Each year, the students receive the support previously mentioned via the mentors. Individualized plans are designed. External intellectual and social enrichment activities are also organized.
 - Each year, the program will **GROW** because each year at the end of the first semester, a new group of students with a 1.0 or lower GPA will be enrolled in the Take 5 program. In order to meet the needs of these additional students, **additional resources will be needed**.

How can We Expand to TR & TW?

Thornridge High School - ADA by Month

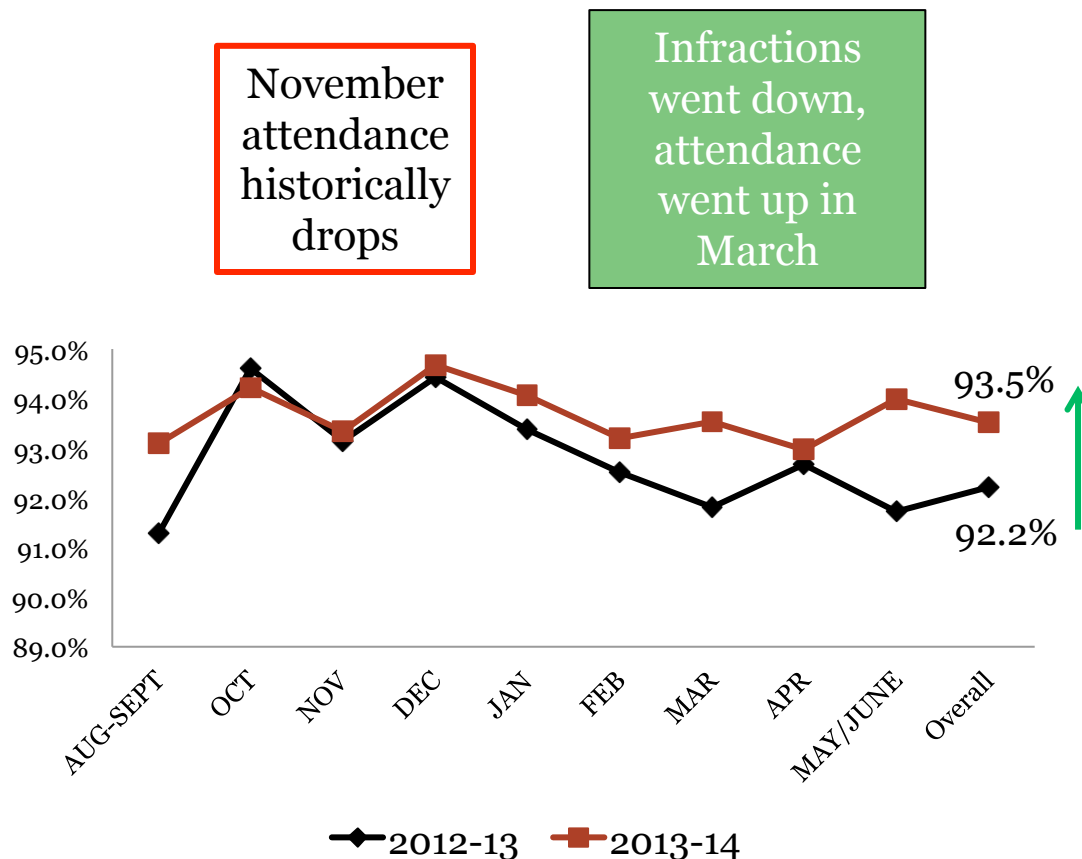


Increase/Decrease # of Infractions 2012-13 to 2013-14		
	ISS	OSS
AUG/SEPT	34	-7
OCT	33	86
NOV	18	60
DEC	-12	-48
JAN	-40	-71
FEB	-34	-66
MAR	-3	-64
APR	48	26
MAY/JUNE	6	-12
SY 2012-13	1647	1610
SY 2013-14	1697	1514
	50	-96

TR Interventions prior to ISS

- Depending on the infraction...
 - Students go through **“Peer Mediation”**, where students go through a mediation process with their students peers to work through and bring successful resolutions to their issues.
 - Students can serve **Community Service** as an alternative to ISS.
 - We will have students (male and female) recommended to participate in **mentoring groups** to work with them, giving them the guidance and coping skills to work through and overcome the challenges they face.
- If ISS is the consequence for the student, it will be ***ISS with support as they will now receive computer based instruction when assigned to ISS***, so that they do not fall behind on instruction. This will allow students to be more efficient and get time to work on not only class work, but also work on credit recovery for those that need it.

Thornwood High School - ADA by Month



Increase/Decrease # of Infractions 2012-13 to 2013-14		
	ISUS	OSUS
AUG/SEPT	62	78
OCT	39	193
NOV	-44	112
DEC	22	37
JAN	-42	16
FEB	-25	-21
MAR	-56	-77
APR	125	138
MAY/JUNE	14	-52
SY 2012-13	1779	1604
SY 2013-14	1874	2028
	95	424

TW In-School Suspension

- Utilization of Math resource room
- Development of an English and History resource room
- Incorporate Quantum Learning Lessons into ISS

Attendance by Grad Year

Grad Year	Number of Students	Membership	Attendance	Attendance Rate
2011	1	174	170	97.7%
2012	9	1296	1175	90.7%
2013	38	4828	3962.5	82.1%
2014	1118	179622	169317.5	94.3%
2015	1332	209242	195573	93.5%
2016	1414	218384	204154.5	93.5%
2017	1572	239195	221277.5	* 92.5%
Total		852741	795630	93.3%

# of Students with Perfect Attendance	435
Total Membership	5516
% of Students	7.9%
# of Students with 20 or more Days Absent	*791
Total Membership	5516
% Truant Students	14.3%

* 249 Class of 2017 students (15.8%) with 20 or more days absent

Attendance by IEP

IEP	Annual	August	September	October	November	December	January	February	March	April	May/June
N	93.5%	90.7%	94.6%	94.5%	93.0%	94.6%	93.4%	93.0%	93.4%	93.1%	93.7%
Y	91.4%	85.8%	92.4%	92.2%	91.7%	93.2%	91.1%	89.9%	91.6%	90.6%	92.8%
Overall	93.2%	90.0%	94.3%	94.1%	92.8%	94.4%	93.0%	92.5%	93.1%	92.7%	93.6%

In spite of the fact that 166 students with disabilities (3%) have 20 or more days absent, the **overall attendance** of our students with disabilities is very close everyone else.

Male / Ethnicity Breakdown

	Annual	August	September	October	November	December	January	February	March	April	May/June
American Indian (6)	92.4%	96.2%	96.5%	92.9%	92.2%	93.2%	97.3%	82.4%	88.0%	95.2%	90.4%
Asian (19)	97.6%	100.0%	98.8%	96.3%	97.2%	95.1%	95.2%	98.7%	97.5%	98.0%	98.9%
African American (2420)	92.9%	88.8%	94.0%	93.9%	92.8%	94.2%	93.2%	92.3%	93.0%	92.2%	93.2%
Hispanic (275)	95.2%	91.7%	94.7%	96.3%	94.7%	95.9%	94.0%	95.0%	95.9%	95.5%	96.7%
Caucasian (23)	92.3%	82.8%	92.3%	94.8%	91.1%	95.3%	90.8%	92.0%	91.2%	93.7%	94.1%
Multiracial (25)	94.9%	88.0%	94.2%	95.0%	95.1%	95.9%	94.4%	95.6%	95.6%	94.6%	97.7%
Total	93.2%	89.1%	94.1%	94.2%	93.0%	94.4%	93.3%	92.6%	93.4%	92.6%	93.6%

If our African American male students are attending school, (92.9%) why are they struggling so much academically?

Recommendations

- Review and Receive progress reporting term attendance at the school level and identify students at risk of becoming truant.

Next Steps

- Meet quarterly with attendance teams & deans to review strategies in place to redirect students that have been consistently absent.
- Help develop support system at school level to address chronic truancy.

Executive Session

- CLOSED SESSION PURSUANT TO 5 ILCS 120/2(C) OF THE ILLINOIS OPEN MEETINGS ACT TO CONSIDER COLLECTIVE NEGOTIATIONS; THE APPOINTMENT OF EMPLOYMENT, COMPENSATION, DISCIPLINE OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY AND LITIGATION.

Reconvene Open Session

Action Items on Executive Session

Discussions

- ❖ MOTION TO RATIFY THE SETTLEMENT AGREEMENT BETWEEN THE BOARD AND IEA RELATED TO THE PENDING UNFAIR LABOR PRACTICE CHARGE
- ❖ MOTION TO REMEDY ON EMPLOYEE A
- ❖ MOTION TO APPROVE CONTRACT YEARS FOR EMPLOYEE B
- ❖ MOTION TO APPROVE CONTRACT YEARS FOR EMPLOYEE C
- ❖ MOTION TO APPROVE RESPONSE TO GRIEVANCE NO. 073114
- ❖ MOTION TO APPROVE CANDIDATE FOR DIRECTOR OF SAFETY, SECURITY AND TRANSPORTATION
- ❖ MOTION TO APPROVE CANDIDATE FOR DIRECTOR OF GRANTS

Adjournment

NEXT MEETING

OCTOBER 8, 2014

6:30PM

THORNRIDGE HIGH SCHOOL