

**Dist. 205 Board of Education**  
**Oct. 24, 2017**  
**7:30 pm – 8:30 pm**

**Board members Blum & McDonough**  
**absent. Public: 2; Staff: 10; Press: 1**  
**Observer: J. Dorner**

The Board was in closed session from 7:15 p.m. for approval of closed session minutes of 9/26/17 and 10/10/17.

President Ebner called the meeting to order and led the recitation of the pledge of allegiance.

**Public Comment:** None

**Presentations:**

A. Health and Dental Insurance Presentation:

Health and Prescription Drug Program is projected to decrease by 1.42% (\$211,523.28)

- PPO and HSA are projected to decrease by 1.6%
- Both HMO plans are projected to decrease by 0.87%

The Insurance Committee proposed an alternative PPO Plan that would further reduce the PPO Plan by 2.82% or a total decrease of 2.21% (\$328,741.68). The alternative plan:

- \$600 deductible (\$400 current)
- \$150 Emergency Room copay (copay waived if admitted) (Current – 90% after deductible for illness, 100% first \$300, 90% no deductible for accident)
- \$15 Generic (Current \$10)/\$30 Brand Formulary (Current \$25)/\$50 brand Non-Formulary (Current \$50) Prescription drug copays
- 100% in Network Coinsurance (Mandatory ACA Preventive Care Enhancement)
- Enhanced preventive care coverage (Since the current PPO was grandfathered in, it did not have to meet the ACA requirements. With an alternative PPO, the ACA requirements of 100% coverage of preventive care is met.

In addition to lowering employee premium contributions, electing the proposed alternative PPO option would keep the plan's cost at a more sustainable level and prevent D205 in paying almost half a million dollars in excise tax ("the Cadillac tax").

Over 67% of the D205 employees who voted elected the PPO Alternative Plan.

Dental costs remain stable this year, no change.

B. Preliminary Tax Levy Presentation Assistant Superintendent for Finance, Chris Whelton, gave the Preliminary tax levy.

Because of the tax cap, D205 is limited to the CPI (Consumer Price Index) for its increase of taxes.

- CPI for this levy year is 2.1%. (Average over the past 5 years is 1.36%), but unknown factors for the 2017 Dec. tax levy are:
  - EAV (Equalized assessed valuation), which has a small impact on the levy, is estimated at a 7% increase.
    - York estimates 6.15% increase in EAV.
    - Addison estimates 8.31% increase in EAV.
  - New Construction, has a larger impact on the levy since this is exempt from the tax cap, it can exceed the 2.1% CPI.
    - This is estimated at \$42 million.
    - An additional \$25 million is levied to provide for the possibility of under-estimating new construction.
    - The county determines the allowable increase, no matter what D205's levy.

Using the 7% increase in EAV and \$42 million in new construction, the tax rate would increase 3.75% for a newly constructed house. An existing home should see a 2.1% increase

**Approval of Board Meeting Minutes:** The Board approved the minutes of 9/26/17 and 10/10/17.

**Superintendent's Consent Agenda** The Board approved:

- Increase of 1.0 FTE for Third Grade (to add an additional 3<sup>rd</sup> grade class at Jackson)
- Personnel Report
- Financial Report

**Superintendent's Action Item Agenda:** The Board approved:

- Resolution Regarding the Estimated Amounts Necessary to be levied for the Year 2017 – as discussed above.
- Collective Bargaining Agreement between the Board of Education and The Elmhurst Paraprofessional and School Related Personnel Council Local 571 – Paraprofessionals approved this on 10/18/17. D205 compares its salaries with 7 other unit Districts. This group of employees was either 7<sup>th</sup> or 8<sup>th</sup> in their pay level. This agreement brings them up to about 3<sup>rd</sup> on the list.
- Collective Bargaining Agreement between the Board of Education and the Service Employees of Illinois Union, Local 73 – The Service employees approved this 9/16/17. This group was already about the highest paid in the 8 unit districts (4 of whom contract out their custodial.) Their salary and cost of insurance are about equivalent to the CPI. They will also receive financial acknowledgment for any pre-approved continuing education they receive.
- Medical and Dental Insurance Contract – as presented above.
- Employee Retirement Agreement – for Martha Minkema. Effective 3/30/18. By working 150 hours after retirement, she will continue to participate in D205's insurance program. Estimated to cost \$6,298.05.
- Foundation Donation of Sprint Mobile Hotspot Devices for Students – D205 Foundation contributed \$3,750 to fund 50 hotspots for students that do not have internet access at home.

**Superintendent's Communications:**

A. September 30 Enrollment Report: Assistant Superintendent for Finance, Chris Whelton presented these figures.

Overall enrollment increased by 94 students to 8,530, an increase of 1.1%.

- Madison enrollment increased by 9 students to 297, an increase of 2.1%.
- K-5 enrollment increased by 19 students to 3,463, an increase of 0.55%
- 6-8 grade enrollment decreased by 7 students to 1,963, a decrease of 0.4%.
- York enrollment increased by 73 students to 2,807, an increase of 2.7%.

Internal enrollment projections used the following information:

- The further into the future, the less accurate.
- The larger the population size, the more accurate.
- The lower grades are the biggest challenge, specifically Madison early childhood and kindergarten, since D205 does not have previous enrollments on which to base future estimates for these grades. The enrollment at Madison has increased by 74 students over the past 5 years.
- K-5<sup>th</sup> grade has experienced small increases the last two years. Before this, there were 4

years of decreasing enrollment.

- There was a bubble in grades 8, 9, 10 and 12. Peak enrollment in the middle schools was in the 2015-16 school year. Churchville and Sandburg are projected to decrease over the next few years. Bryan is projected to be stable for the next 2 years and to increase in years 3 – 5.
- Peak enrollment at York is predicted to be in 2019-20 with 2,902 students.
- Early Childhood education at Madison is about at its maximum amount in that building.

**B. October Leadership Team Meeting:**

“Lead and Disrupt” Ch. 2 Explore and Exploit were discussed as was “The Success Syndrome.” They also discussed five leadership strategies utilized by Jeff Bezos at Amazon.

**C. Freedom of Information Act Requests:** One request for staff member information and one requesting specific finance information was granted. Two requesting medical information were denied.

**Board Communications:**

**Policy Committee Report:** Board member Caforio reported on the policy committee, which was held Oct. 12th. The Policy Committee discussed the PRESS (Policy Reference Education Subscription Service) updates, Policy 8:80 Gifts to the District, and Policy 7:60 Residence. As far as the two referenced policies, the Committee did not feel either policy needed to be changed. Mrs. Ebner stated that she thought that the administration was looking at the administrative procedures around this policy. Mr. Woell, Assistant Superintendent for Human Resources, said that the administration was looking at the procedures, but wants to be careful that the procedures do not tie the District’s hands.

**Upcoming Meetings:** The next regularly scheduled meetings are Tuesday, Nov. 14th and Dec. 12th at 7:30 pm. All committee meetings as well as the regularly scheduled Board meetings are held at the D205 Center:

- Thursday, Nov. 9, 2017, 6:00 pm – Policy Committee