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Board of Education Meeting Recap

The Township High School District 211 Board of Education met on Thursday, June 17, 2021, in the Anne Koller Board of Education Meeting Room at the G.A. McElroy Administration Center. The following is a recap of items that were acted upon at the meeting.

Recognitions

The Board of Education recognized the members of the Palatine High School Boys Gymnastics team who placed 3rd in the state competition. A complete list of those students recognized is available [here](#).

The Board of Education recognized students **Andrew Tobin** from Palatine High School and **Garrick Kung** from William Fremd High School for achieving the highest possible composite ACT score. **Andrew Tobin** was also recognized for achieving a perfect SAT score.

Presentation: District 211 Equity Plan

In August 2020, District 211 established the District 211 Equity Team. Its purpose was to ensure collaboration and connection between the equity work that was already in progress at each of our schools and to coordinate a larger, District-wide equity network. The presentation described the journey of the District 211 Equity Team and included details of the District 211 Equity Plan.

Assistant Superintendent for Curriculum and Instruction **Joshua Schumacher**, along with William Fremd High School student **Prasanth Ramachandra**, Schaumburg High School student **Lydia Schultz**, and James B. Conant High School Principal **Julie Nowak** presented details about the work of the District 211 Equity Team and the District 211 Equity Plan. A copy of the presentation is available [here](#).

Approval of Minutes

The Board of Education approved the minutes from its regular meeting on [May 27, 2021](#).

2021-2022 Tentative Budget: Illinois Municipal Retirement/Social Security and Working Cash Funds

The Board of Education received information on the Illinois Municipal Retirement/Social Security and Working Cash Funds for the Fiscal Year 2021-2022 tentative budget.

The Municipal Retirement/Social Security Fund has three sources of revenue: property taxes, Corporate Personal Property Replacement Taxes (CPPRT), and interest earnings. The District allocates property taxes from two separate levies into this fund. The total fund balance is required to be split and tracked by the relative levies. The portion of the fund balance relating to IMRF has been growing, while the portion relating to Social Security/Medicare has been slowly declining. The levy for the employer's share of Social Security/Medicare taxes will increase to offset further decline in fund balance and to account for the anticipated increase in the associated eligible wages next year. The levy for the employers' share of IMRF expense will decrease as a result of the decrease in IMRF-budgeted expenditures discussed below. There is a mandated minimum amount of Corporate Personal Property Replacement Taxes (CPPRT) which must be allocated to this fund annually, equal to 4.27% of the levy into this fund. This translates to approximately \$350,000 for 2022. Interest rates have declined and are expected to remain unfavorable next year. Overall, revenues in this fund are budgeted to be 12% lower than 2021 estimated actual revenues.

Revenue for the Working Cash Fund will consist of local property tax revenue and interest earnings. By definition, the Working Cash Fund has no expenditures. The fund will transfer \$4 million to the Operations and Maintenance Fund to fund the summer 2021 Life Safety projects. Projects include roof replacement, elevator and hoist way improvements, mechanical equipment replacement, electrical updates, and door replacements. The local property tax allocation to this fund may be adjusted later in the budget season as the requirements for the remaining funds develop. The ending fund balance of the Working Cash Fund shall be retained at a rate of 0.05% of the prior year Equalized Assessed Valuation in compliance with minimum balance requirements as outlined in statute (105 ILCS 5/20), which currently equates to \$4.3 million.

Additional Information is available [here](#).

Post Bond Issuance Compliance Report

In December 2012 and January 2013, the District closed on the sale of General Obligation Life Safety Bonds. As part of the new bond covenants, the District is required to monitor certain tax compliance obligations related to the tax-exempt status of the bonds.

The Internal Revenue Service (IRS) regularly audits tax-exempt bond issues. As part of these audits, the IRS generally demands extensive records concerning post-issuance

use of the bond proceeds and all bond documents. Adopting, maintaining, and complying with bond record-keeping policies will ensure that District 211's bonds are in compliance with federal tax and securities laws.

The Board of Education received a [report](#) with a summary demonstrating the District's compliance with all bond covenants and expectations to date.

Proposed New Policy and Proposed Policy Revisions

As part of its ongoing Policy Manual review, the Board of Education reviews proposed policy revisions, proposed policy deletions, and proposed new policies from the Administrative Board Policy Group. The Group is comprised of Board President **Anna Klimkowicz**, Board Member **Mark Cramer**, Assistant Superintendent for Curriculum and Instruction **Joshua Schumacher**, Director of Administrative Services **Matthew Hildebrand**, and Assistant Superintendent for Administrative Services-Elect **Kurt Tenopir**.

On August 23, 2019, Illinois Governor J.B. Pritzker signed into law a new version of the Student Online Personal Protection Act (SOPPA). This data privacy law regulates student data collection and use by schools, the Illinois State Board of Education, and educational technology vendors. This new policy was developed with the assistance of legal counsel.

After initially reviewing the proposed policy revisions to the Board policy files [BD School Board Meetings](#) and [DJC Bidding Requirements](#) at its May 27, 2021 meeting, Board approved the policies as presented.

After initially reviewing the proposed Board Policy: [Use of Educational Technologies and Student Data Privacy and Security](#) at its May 27, 2021 meeting, Board approved the policy as presented.

District 211 Equity Plan

District 211 has a strong history as a school community where concepts of equity are valued and integrated into the mindset, actions, and daily interactions of every student, staff member, and parent. The District 211 Equity Team was formed to ensure that we understand and respond to the ever-changing needs within our school community and our broader world. We strive to identify, implement and strengthen equitable practices, equitable curriculum, and equitable achievement while engaging our community to ensure a school environment that is free of discrimination and racism.

Following a review, the Board of Education approved the [District 211 Equity Plan](#).

District 211 Equity and Cultural Audit – Phase II

The Board of Education authorized the Superintendent or their designee to enter into an agreement with Bea Young Associates to provide professional services to Township High School District 211 to conduct an Equity & Cultural Audit at a cost not to exceed \$49,500.

At the December 10, 2020 Board meeting, The District 211 Equity Team recommended that the Board of Education approve a contract with Bea Young Associates to conduct an equity and cultural audit of Township High School District 211. Bea Young Associates has developed a four-step Equity and Cultural Audit process that they define as the beginning of the Educational Equity Journey described during the Illinois Association of School Boards training entitled, “Equity: An Educational Imperative.”

The proposal for the Equity & Culture Audit was divided into two phases. Phase I focused on facilitating homogeneous student and parent focus groups at each large District 211 school. Forty total focus groups were held, organized into Black, Latinx, White, and Asian student and parent groups from each school. Additionally, Phase I included individual interviews with Superintendent Lisa Small, Assistant Superintendent for Curriculum and Instruction Joshua Schumacher, and the principals of our five large high schools. At the conclusion of the focus groups, school-based reports were provided by Bea Young Associates. These reports included the themes identified as specific to the student and parent feedback as well as early recommendations based on the analysis of the information. Phase I began in February 2021 and concluded when we were provided with the school-based reports in April 2021.

More information is available [here](#) and the proposal is available [here](#).

Resolution Directing Interfund Transfers for Life Safety Projects

At its meeting on March 18, 2021, the Board of Education reviewed the approved life safety projects that are being completed this summer and has approved bids for these projects over the past several months. Interfund transfers of budget reserves in the Working Cash Fund will serve as the funding source for life safety projects paid out of the Operations and Maintenance Fund. This approach is consistent with the Board’s strategic plan and its commitment to pay for facility improvement projects through continued use of both its yearly operating budget and existing budget reserves without need to issue debt.

As a part of the 2020 levy adopted at the December 10, 2020 Board of Education meeting, the District levied funds into the Working Cash Fund for the planned use of paying for life safety projects. Funds levied into the Working Cash Fund are subject to the tax cap limit imposed by the Property Tax Extension Limitation Law and, therefore, are not levied above the allowable “tax cap” limit. Under Illinois School Code section 105 ILCS 5/20-5, a school district, by proper resolution, may abate working cash to any

other fund for any and all school purposes. In order to fund the Board's previously approved life safety projects, it is recommended that \$4 million be transferred from the Working Cash Fund to the Operations and Maintenance Fund to complete mandated life safety projects, including mechanical equipment replacement; masonry, roof, and door repairs/replacement; and elevator and electrical improvements. Use of existing Working Cash Fund reserves to fund these projects would not adversely affect the instructional and operational program we currently support. The recommended transfers will take place in July 2021 to provide funding for summer 2021 life safety projects.

The Board of Education approved a resolution providing for interfund transfers of \$4 million from the Working Cash Fund to the Operations and Maintenance Fund effective after July 1, 2021.

More information is available [here](#).

Treasurer Bond Renewal

The Board of Education secured treasurer bonds for **Barbara Peterson** as School Treasurer and **Lauren Hummel** as Assistant School Treasurer of Township High School District 211 for a total of \$30,496.

More information is available [here](#).

Health & Dental Program Claims and Administration

The Board of Education approved the continuation of its self-insured program for health and dental benefits for 2021-2022 and retain Blue Cross and Blue Shield to provide claims administration services for medical, dental, and utilization review; and further, to purchase aggregate and specific stop-loss insurance from Blue Cross and Blue Shield at a level of \$350,000 as presented.

District 211 provides employees and eligible retirees with health and dental benefits through a modified self-insured program. Under the modified self-insured program, the costs are based on claim experience, administrative fees per program participant, and stop-loss insurance. The District's multi-plan health design structure supports four Preferred Provider Options (PPO) plan variants and two Health Maintenance Organization (HMO) plans, one of which is grandfathered to only select employees. The current multi-plan structure integrates varied cost control factors for deductibles, coinsurance, prescription drugs, health savings accounts, and varied levels of premiums based on plan benefits. Through the modified self-insured program, the District continues to benefit from improved cash flow and access to PPO and HMO discounted claim costs.

Employee premium rates and fee structure are renewed on a calendar year basis with the most recent plan rate changes taking effect January 1, 2021. As more data

becomes available to assess claims costs associated with each individual health insurance plan, employee premium rates will be analyzed and a recommendation will be brought to the Board of Education in the fall of 2021.

Additional information on District 211's health and dental program claims administration is available [here](#).

Panorama Education Software Platform

The Board of Education approved a one-year agreement with Panorama Education at a cost of \$107,000.

The P-20 Learning Renewal Resource Guide, released by the Illinois State Board of Education (ISBE) in March 2021, provides Illinois school districts a framework designed to support students, educators, and the community as we return to full in-person instruction in the fall semester. The guide covers 12 priority topic areas, including supporting students' mental wellness through social-emotional learning. Social-emotional learning is the process through which children and adults acquire the knowledge, attitudes, and skills they need to: recognize and manage their emotions, demonstrate caring and concern for others, establish positive relationships, make responsible decisions, and constructively handle challenging situations.

While social-emotional learning is not a new concept for District 211 schools, the COVID-19 pandemic has had both a significant short-term and potentially long-term effect on our students' mental health. As we look ahead to a full return to in-person instruction during the fall semester, we realize that we need to facilitate new structures and systems for both assessing and improving the social-emotional health of our students and staff. For the last several months, a team of District 211 staff has been exploring potential software platforms that can provide valid, reliable instructional components as well as qualitative and quantitative measurements of student social-emotional health. Ultimately, our team is recommending the software platform from Panorama Education. This organization partners with many K-12 schools across the country to assist in collecting and analyzing data about social-emotional learning, school climate, family engagement, and diversity and inclusion practices. This software platform includes access to valid, reliable student and staff survey tools. The lesson plans and surveys contained in the Panorama platform directly connect to established social-emotional learning standards published by the ISBE. These standards were developed in accordance with Section 15(a) of Public Act 93-0495 and describe the content and skills for students in grades K-12.

Additional information is available [here](#).

Sale of Surplus School Property

The Board of Education authorized the sale of a Miller Econo Twin HF Welder; two Miller Dial Arc Welder 250s; folding cafeteria tables; an art lamp; a Tennant 5700XP carpet extractor; and an Advance AquaMax auto floor scrubber by way of public sealed bid, public auction site or company trade-in.

Additional information is available [here](#).

Renewal of Employee Assistance Program

The Board of Education approved the continuation of the Employee Assistance Program services to be provided by Workplace Solutions from July 1, 2021, through June 30, 2022, at a cost of \$1.62 per employee per month; and further authorized the Superintendent or Designee to sign the contract with Workplace Solutions for these services.

The Employee Assistance Program EAP was initiated by the Board of Education in 1979. Since 1988, the District has purchased its EAP services from Workplace Solutions, a partnership of the Kenneth Young Center and Alexian Brothers Medical Center in Elk Grove Village. Currently, our EAP services offer traditional, clinical referral services as well as assisting employees through a comprehensive assortment of services and informational assistance offered under the umbrella name work-life services.

Work-life services include a broad array of services and informational assistance to employees facing everyday challenges common in today's world that impact an employee's attendance and effectiveness on the job. Some common examples include care for older or infirm parents, childcare services, adoption, and information regarding supplemental educational services for an employee's child. Work-life services also include two services that commonly impact employees: legal consultation and financial consultation. Employees may access up to 30 minutes of legal consultation free of charge regarding a given issue from a list of designated attorneys, depending on their focus of practice. The financial consultation can involve either a free telephonic consultation or employees may opt to purchase face-to-face consultation of financial advisers who have been previously screened and vetted.

Additional information is available [here](#).

Board Member Expenses

The Board of Education approved the Pre-Approval Form for Future Expense Reimbursement for Board President **Anna Klimkowicz** and Board member **Kimberly Cavill** to attend the Triple I Conference.

Future Items for Discussion

The Board made a determination to discuss mask requirements in school at the July 15th Board of Education Meeting.

Next Board of Education Meeting

The next scheduled regular Board of Education meeting will be held on Thursday, July 15, 2021, with closed session beginning at 6:30 p.m. and open session beginning at 7:30 p.m. in the Anne Koller Board Meeting Room at the G.A. McElroy Administration Center.

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