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Board of Education Meeting Recap

The Township High School District 211 Board of Education met on Thursday, June 16, 2016, in the Anne Koller Board Meeting Room at the G.A. McElroy Administration Center. The following is a recap of important items that were acted upon at the meeting.

Recognitions

The Board of Education recognized student-athletes who earned honors in state athletic competitions in boys and girls track & field. The complete list of students recognized is available [here](#).

The Board also honored William Fremd High School lacrosse student-athlete **Aleezandra Barrera**, who was named a 2016 Brine National High School All-American. She was selected to represent the Illinois region at the 2016 Brine National Lacrosse Classic in Virginia, July 19-22.

The Board honored the volunteers who donated their time and expertise during the first year of the Business Incubator class at each high school. Each high school needed over 25 local business entrepreneurs and business experts to assist teachers in bringing the reality of the entrepreneurship world into the classroom. The complete list of individual volunteers is available [here](#).

The Board of Education recognized the 26 members of the Community Engagement Facilitating Team. Facilitating Team members were trained to effectively plan and run the community engagement sessions, and the team has been responsible for all the decisions related to the communication and strategy of the community engagement process. A complete list of Facilitating Team members is available [here](#).

Presentation: Community Engagement Summary

Throughout the months of January, February, March, April, and May, District 211 has engaged community members to share information about the District's services and programs and to gather suggestions and feedback surrounding future priorities. The overall community engagement initiative provided a comprehensive opportunity to gather important information from parents, students, local residents, businesses, municipal partners, and staff members.

Results and findings were presented to the Board of Education by Community Engagement Facilitating Team Co-Chairs Peter Carlson and Linda Reedy. This information will be used by the Board and District administration to help guide the creation of a five-year strategic plan.

Additional information on the Community Engagement Summary is available [here](#), along with a copy of the [presentation](#) and the [Community Engagement Program Reports](#) document presented to the Board.

Approval of Minutes

The Board of Education approved the minutes from its regular meeting on [May 26, 2016](#).

Annual Review of Safety Plans, Protocols, Procedures, and School Safety Drills

Public Act 94-0600 requires school districts to submit a report to the Regional Office of Education indicating that an annual meeting was held to review safety plans, protocols, procedures, and school safety drills. The Public Act also requires school districts to invite all emergency response units to this yearly meeting in order to evaluate the school's emergency response plans and to document and file results of the evaluation with the Regional Superintendent's office. A Minimum Component Checklist developed by the Illinois State Board of Education is used to guide the review.

Administration at each District 211 school conducted a minimum of the following required safety drills: three school evacuation (fire) drills, one bus evacuation drill, and one severe weather/shelter in place (tornado) drill. Administration also coordinated two law enforcement (lockdown) drills at each of the seven schools, which is beyond the single drill that is required. All of these safety drills involved both staff members and students.

Yearly meetings to review safety drills conducted by staff members in each of the seven facilities were completed in full collaboration with representatives from both police and fire departments of each municipality in which schools are located.

The 2015-2016 school year was the seventh year the District implemented the standardized, comprehensive emergency procedures and response protocols. Representatives from both the fire and police departments from each village serving the District were closely involved with District personnel in developing the response plan. District 211 continues to benefit from a collaborative and effective relationship with local police and fire departments.

The Board of Education reviewed and accepted the Annual Review of Safety Plans, Protocols, Procedures, and School Safety Drills Report, and authorized the Superintendent to complete and submit the required paperwork to the Regional Office of Education or other office as designated.

Workers' Compensation Insurance Program

The Board of Education received information on the District's workers' compensation insurance program. State law requires employers to provide workers' compensation insurance for all employees. Workers' compensation insurance provides salary and medical benefits to employees who become sick or injured in the course of their employment. The District 211 Board of Education provides employees with workers' compensation benefits through a modified self-insured program structure with the Secondary School Cooperative Risk Management Program (SSCRMP).

Since 2007, District 211 has benefited from the SSCRMP workers' compensation structure by accessing comprehensive claims administration and loss control services, with a self-insured retention (or deductible) per occurrence of \$350,000 per claim. This structure allows SSCRMP member districts (High School Districts 207, 211, 214, and 225) access to an additional pool layer of workers' compensation coverage of \$250,000, and SSCRMP excess insurance provides for specific stop-loss coverage for claims in excess of \$600,000.

The SSCRMP workers' compensation structure has provided comprehensive program services in a cost-effective manner. For 2016-2017, District 211's cost allocation for workers' compensation insurance under SSCRMP will increase 9.55% from \$264,599 to \$289,880. The change in cost allocation is primarily due to an increase in losses covered under the pool's self-insured layer, and overall, losses continue to be lower than amounts incurred prior to the pool's effective risk management system. The renewal allocation will be included in the 2016-2017 budget.

Additional information on the workers' compensation insurance program 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) has an active audit program and 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.

District 211 Foundation Update

The Board of Education received an update on the High School District 211 Foundation. Since its reorganization, the Foundation has awarded more than \$704,000 in scholarships, including over 50 scholarships this past school year totaling over \$70,000, to deserving District 211 students. Foundation trustees also have implemented and funded over \$175,000 in "Innovation Grants," awarded to District 211 teachers, counselors, staff, and administrators. Innovation Grants are intended to assist staff members in developing ideas and practices, and are awarded for innovative projects or programs that are not normally funded from within the regular school budget, yet have direct impact on student learning. In June 2016, 51 Innovation Grants were awarded for the 2016-2017 school year, totaling nearly \$25,800.

In September 2015, the Foundation sponsored the third-annual Fun(d) 5K Run/Walk. The event created community awareness of the Foundation and raised funds to support Foundation-sponsored programs directly benefitting District 211 students. The fourth-annual Fun(d) 5K Run/Walk is scheduled for Sunday, September 18, 2016, starting at Palatine High School.

This past year, the Foundation co-sponsored the fifth-annual Realtors Against Homelessness (RAH) event in November. This joint fundraising event with area Realtors has raised more than \$100,000 over the five years it has been in existence to directly serve and help provide necessities for homeless students in District 211. A date for the sixth-annual RAH event has not been set, but it is anticipated that it will be held in the fall once again.

In January, the District 211 Foundation held its second-annual appreciation event for those who have been supportive of the Foundation, either through donation of their time or money. In addition to those who have given to the Foundation, the event featured some of those who have benefitted from the Foundation's work, including grant recipients, student scholarship recipients, and worthwhile student experiences. A specific date has not been determined for the third-annual event; more information will be provided as it becomes available.

Recently, the Foundation assisted in supporting the District's new Business Incubator program. This program, offered for the first time during the 2015-2016 school year, provided students with an entrepreneurial vision and the unique opportunity to learn necessary components to take a business idea and follow it through to fruition. The course culminated with a District- wide Incubator Pitch Night, where the best student teams from each school presented business plans to community "sharks" for seed money to start real businesses. The Foundation received a donation from the Coleman Foundation of \$165,000 to help provide 21st century classrooms, with collaborative, media-rich workspaces for the program, in addition to more than \$350,000 in private donations from individual benefactors.

During the summer months, look for a redesigned District 211 Foundation website. The site will be at the same web address (www.d211foundation.org), but will feature a new look and an enhanced user-friendly interface.

SAT Suite of Assessments

At the May 26, 2016 Board of Education meeting, information was provided regarding the proposed adoption of the Scholastic Aptitude Test (SAT) Suite of Assessments, a multi-year sequence of assessments measuring students' college readiness levels.

The Board of Education approved the purchase of the SAT Suite of Assessments at a cost of \$80,884 for the 2016-2017 school year.

Additional information is available [here](#).

Equal Opportunity Schools Proposal

At its May 26, 2016 meeting, the Board of Education received information on Equal Opportunity Schools. Equal Opportunity Schools (EOS) is a national, non-profit initiative designed to serve students and school districts by closing the Advanced Placement (AP) participation gap of underrepresented student populations. The goal of the partnership between school districts and EOS is to reflect the diversity of the school within the school's AP courses specifically at the junior and senior grade levels. EOS measures participation as students taking one or more AP courses during their junior or senior year. The goal of achieving equity is that the same percentage of students among each subgroup will enroll in at least one AP course. EOS has worked with 240 schools in 86 districts nationwide.

The Board authorized the superintendent to enter into a partnership with EOS during the 2016-2017 school year at a cost of \$122,000, plus travel expenses.

Additional information on the EOS proposal is available [here](#).

Illinois Municipal Retirement Fund Actuarial Assessment

At its May 26, 2016 meeting, the Board of Education received information on the Illinois Municipal Retirement Fund (IMRF), a multi-agent public pension fund that administers a program of disability, retirement, and death benefits for employees of local government in Illinois. Currently High School District 211 has approximately 1,300 active and inactive employees enrolled in the program, and another 1,000 receiving some form of benefits. Employees in a qualified position working more than 600 hours in 12 months are eligible for participation.

Funding for IMRF comes from three sources: contributions from employees, contributions from employers, and investment earnings from the contributions. All contributions made by District 211 and its employees are maintained in a separate trust reserve account at IMRF.

As of December 31, 2015, District 211's total IMRF Liability (AAL) is \$104.6 million, of which \$81.7 million is funded (AVA). The unfunded portion (UAAL) is currently \$22.9 million and has fluctuated over time, ranging from an unfunded liability of \$20-\$28 million over the last seven years. These fluctuations are based upon the economic and demographic assumptions made by the actuaries, as well as the actual rate of return on the investments.

While the District has an unfunded pension liability of almost \$23 million, the IMRF plan is stable and District 211's annual minimum contributions are reliably made in full to IMRF. All contributions made by District 211 are directly attributed to District 211 employees, unlike other pension funds in the State of Illinois. The unfunded liability (UAAL) amount impacts the unfunded rate calculation included in the employer rate. For 2017, the unfunded rate is anticipated to be 3.29%.

The District is not required to make additional payments to IMRF toward the unfunded liability; however, additional payments toward the liability amount will decrease the employer rate, thereby lowering the amount that the District is required to pay to IMRF based upon its eligible IMRF salary amounts.

IMRF has provided an analysis of the impact of additional contributions made by District 211 to determine the dollar impact of making these additional contributions. For every additional \$1 million contributed to IMRF to reduce the unfunded liability, the District would save \$60,000 annually through a reduction in our employer contribution rate. This is a 6% rate of return on the District's investment. Currently the District earns approximately 0.2% on its investments due to investment and collateralization policies. Additionally, the District would avoid the 7.5% interest charge on this obligation.

IMRF has provided an estimated analysis of the impact of additional contributions made by District 211 to determine the dollar impact of making these additional contributions. Estimates assume that for every additional \$1 million contributed to IMRF to reduce the unfunded liability, the District would save \$60,000 annually through a reduction in our employer contribution rate.

IMRF recommends actuarial services to provide a more comprehensive analysis and savings estimate of the District's expected financial impact related to advance payments made towards the UAAL. The analysis will factor in demographic and financial trends and forecasts with varied investment amounts and timelines. It is recommended that the District engage IMRF actuarial services to provide a summary of the financial impact to the District assuming additional contributions are made. Recommended analysis would include a minimum payment of \$4 million from the District's IMRF reserves to \$22.9 million in order to pay the total current liability amount. Payments of \$22.9 million would be available from various assets including existing reserves or future budget surpluses. Timelines would include a one to 10-year payment structure.

The Board approved an actuarial assessment be conducted through IMRF for the amount of \$4,955. Actuarial assessment services are expected to take six to 12 weeks to complete. Results from the assessment will be analyzed and shared with the Board of Education at a future meeting date.

More information on the IMRF actuarial assessment is available [here](#).

Resolution: Purchase of Real Estate

At its May 26, 2016 meeting, the Board of Education approved the purchase of real estate located at 502 S. Oak Street in Palatine through funds available in the Education Fund for the future site of a student-built building construction home pursuant to section 105 ILCS 5/10-23.2 of the Illinois School Code. Though the District's real estate attorney and closing company do not require a formal Board of Education resolution to issue proper title pertaining to the acquisition of property, a formal resolution to purchase real estate will provide additional assurance for future property transactions. The closing date is anticipated prior to June 30, 2016 and will utilize funds budgeted for the sale of building construction property that are available in the 2015-2016 Education Fund budget.

The Board adopted the [resolution](#) to purchase the real estate as presented.

Two-Way Communication System Purchase

The Board of Education approved the purchase an integrated and District-wide two-way digital communications system as presented at a cost of \$680,000 from Chicago Communications. An integrated, digital-based system will alleviate school-based communication variances, improve communication capabilities, provide interoperable communication throughout the District, improve reception and reliability, allow for emergency personnel to directly tie into communications during emergency situations, provide emergency communication redundancy and back-up, and allow for improved capabilities such as GPS to track the transportation fleet in the future. The total cost includes the necessary infrastructure such as radio repeaters and antennas installed at each building; centralized radio antennae to replace the existing analog antennae for transportation; and the necessary equipment for all 290 vehicles, 14 transportation base stations, and all safety personnel in the buildings. This cost provides the District with ownership and management of the communication system and would include ongoing technical support.

Additional information is available [here](#).

District 211 North Campus

As reported at the Board of Education meeting on May 12, 2016, budgetary constraints are causing the North Cook Regional Office of Education to move out of the District 211 facility at 355 E. Illinois Avenue in Palatine, effective at the end of the 2015-2016 school year. As a result, the District will establish its own program at the site to support the educational needs of expulsion-eligible students. This new District program, District 211 Alternative Learning Academy, will begin operation in August and enrollment will fluctuate between 25 and 30 students at any given time during the school year.

In order to assist awareness about this District facility, its location, and its purpose, the Board approved the name of the facility in Palatine as District 211 North Campus. This title allows programs occupying the building (District 211 Alternative Learning Academy and District 211 Academy-North) to cultivate their own identity. Parents, students, community members, and staff members will benefit from each program at the site maintaining distinct individual names.

iPad Purchase

The Board of Education approved the purchase of 650 iPad Air 2 (16GB) from Apple at a cost of \$354 per unit, a total cost of \$230,100. These 650 iPads raises the District's inventory to the level necessary to support the one-to-one program during the 2016-2017 school year. The expenditure will be offset by approximately \$122,000 in revenue generated from sales of iPads to the Class of

2016. The resulting net expenditure is approximately \$118,000 and will be funded using funds collected in the District's self-insurance program.

During the first semester of the coming school year, the District will determine whether or not the iPad will remain the best tool for implementing the one-to-one program. The purchase of 650 additional iPads will allow the District to avoid an additional multi-year lease while maintaining flexibility in the event an alternative to the iPad is identified for use during the 2017-2018 school year.

Additional information on the approved iPad purchase is available [here](#).

Resolution: Prevailing Rate of Wages

The Prevailing Wage Act requires state contractors and subcontractors to pay laborers, workers, and mechanics employed on all State and Local public works projects no less than the general prevailing rate of wages of a similar character in the county where the work is performed.

As it does each June, the Board of Education adopted the [Prevailing Rate of Wages Resolution](#) as presented.

Proposed Policy Revisions

As part of its ongoing Policy Manual review, the Board of Education reviews proposed policy revisions and proposed new policies from the Administrative Board Policy Group. The Group is comprised of Board President **Mucia Burke**, Board Vice President **Robert LeFevre**, Associate Superintendent **Lisa Small**, Director of Administrative Services **Matthew Hildebrand**, and Assistant to the Superintendent **Kathe Lingl**.

The Board initially reviewed proposed revisions to Board policy files: [IKFD Diploma for Veterans](#), [JGD Student Suspension](#), [JGE Student Expulsion](#), [JE Eligibility and Responsibility for Student Attendance](#), [JEC School Admissions](#), and [JECE Student Withdrawal from School](#). No action was taken at the meeting.

Administrative Appointments

The Board of Education approved the appointment of **Gary Gorson** as Chief Technology Officer for High School District 211, effective July 1, 2016. Mr. Gorson has over 25 years of IT experience and is presently chief technology officer for government operations for Lake County, Illinois. Mr. Gorson has been in his current position since 2014. Prior to his work at Lake County, Mr. Gorson was chief information officer at Wyndham Vacation Ownership/Shell

Vacations in Northbrook from 2002-2014. Through his innovation and leadership, Shell Vacations was awarded the 2006 CIO 100 award. Mr. Gorson gained expertise in designing, building, and managing e-business and technology infrastructures as director of ASP operations for cyborg systems, and as vice president IT operations for automatic data processing and William M. Mercer. His expertise includes real-time systems engineering and business process optimization through technology utilization. Mr. Gorson has been responsible for establishing IT strategy, leveraging current technology assets while implementing technology transformations, providing leadership and support among multiple departments, and directing current staff and operations. Mr. Gorson holds a master's degree in computer science from DePaul University and conducted post-graduate work as a PhD candidate at Illinois Institute of Technology in Artificial Intelligence.

The Board also approved the appointment of **Dane Henning** as 10-month administrator at the District 211 Alternative Learning Academy, effective August 8, 2016. During the 2015-2016 school year, Mr. Henning served as department chair for District 211 Academy-North, the District's special education alternative school. He also has served as a full-time special education teacher at Academy-North since 2011, as a coach for basketball since 2010, and a coach for baseball since 2012 at Palatine High School. Mr. Henning was recognized with a Those Who Excel Early Career Educator award in 2014. Previous to his employment as a teacher, he performed many roles within District 211, including teacher assistant, job coach, and substitute teacher. Mr. Henning is currently enrolled in a master's degree program in educational leadership at Roosevelt University. Mr. Henning earned a master's degree in teaching in special education in 2011 from National Louis University and a bachelor's degree in recreation, sport, and tourism from the University of Illinois at Urbana-Champaign in 2009.

Acceptance of Operations & Maintenance Agreement

The Board of Education ratified the Operations Maintenance Group three-year contract agreement for 2016-2019.

A copy of the approved agreement is available [here](#).

Next Board of Education Meeting

The next scheduled regular Board of Education meeting will be held on Thursday, July 21, 2016, beginning at 7:30 p.m. in the Anne Koller Board Meeting Room at the G.A. McElroy Administration Center.

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