

Board of Education Meeting Recap

The Township High School District 211 Board of Education met on Thursday, June 12, 2014, 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 state award-winners in Badminton from William Fremd High School; Boys Track & Field from Fremd and Schaumburg High Schools; Girls Track & Field from Palatine, Fremd, James B. Conant, and Hoffman Estates High Schools; and Illinois Council of Teachers of Mathematics from Hoffman Estates High School. The complete listing of student award winners is available [here](#).

The Board recognized two District 211 students who achieved a score of 36 on the American College Test (ACT) exam, the highest possible composite score: Schaumburg High School student **Danielle Grubb** and Palatine High School student **Lily Zahn**. On average, less than one-tenth of one percent of all test-takers earn the top score. Since 1998, District 211 has had 63 students record a score of 36 on the ACT exam.

The Board honored Hoffman Estates High School student **Marco Gomez** who earned first place in the 2014 Congressional Art Competition. His original artwork will be displayed for the next year as part of an exhibition at the U.S. Capitol in Washington, D.C.

Approval of Minutes

The Board of Education approved the minutes from its regular meeting on [May 22, 2014](#).

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.

Each building 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. Each building also conducted two law enforcement (lockdown) drills, which is beyond the single drill that is required. All of these safety drills involved both staff members and students.

The 2013-2014 school year was the fifth 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 Suburban Cook County Regional Office of Education or other office as designated.

Employee Assistance Program

The Board of Education approved the continuation of the Employee Assistance Program (EAP), with services provided by Workplace Solutions, from July 1, 2014 through June 30, 2015 at a cost of \$18.36 per employee for an annual cost of \$37,166.64. The District has partnered with Workplace Solutions on the EAP since 1988. Additional information is available [here](#).

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 2014-2015, District 211's cost allocation for workers' compensation insurance under SSCRMP will increase 2.1% from \$257,244 to \$262,711. The renewal allocation will be included in the 2014-2015 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 \$560,000 in scholarships, including 50 scholarships this past school year totaling over \$45,000, to deserving District 211 students. Foundation trustees also have implemented and funded over \$150,000 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. Earlier this school year, 27 Innovation Grants were awarded, totaling nearly \$24,000. The next round of grants for the 2014-2015 school year is in process, and the Foundation will be notifying grant recipients and descriptions of winning grants will be posted to the Foundation website within the next few weeks.

Last September, the Foundation sponsored a new community event, the inaugural Fun(d) 5K Run/Walk to help create awareness and raise funds to support Foundation-sponsored programs directly benefitting District 211 students. The second-annual

Fun(d) 5K Run/Walk is scheduled for Sunday, September 14, 2014, starting at Palatine High School.

This past year, the Foundation sponsored the third-annual Realtors Against Homelessness (RAH) event in November. This joint fundraising event with area Realtors raised more than \$20,000 to help provide necessities for homeless students in District 211. The fourth-annual RAH event will be held November 6, 2014 at Chandler's Chophouse in Schaumburg.

Development is in the planning stages for a District 211 Foundation appreciation event for those who have been supportive of the Foundation, either through donation of their time or money. A specific date and location have not been determined, and more information will be provided as it becomes available.

Health & Dental Program Claims Administration

The Board of Education approved to continue its self-insurance program for health and dental benefits for 2014-2015 and retained Blue Cross and Blue Shield to provide claims administration services for medical, dental, and utilization review. Further, the Board authorized the purchase of aggregate and specific stop-loss insurance from Blue Cross and Blue Shield, as presented.

District 211 provides employees and eligible retirees with health and dental benefits through a modified self-insured program. Under the program, 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 one Health Maintenance Organization (HMO) plan. The current multi-plan structure integrates varied cost control factors for deductibles, coinsurance, prescription drugs, health savings accounts, and varied levels of employee premiums based on plan benefits. Through the modified self-insurance program, the District continues to benefit from improved cash flow and access to PPO and HMO discounted claim costs.

The renewal recommendation for 2014-2015 reflects an increase in the administrative monthly rates for PPO medical to \$48.91 per employee per month; HMO medical increases to \$48.91 per employee per month; and increase in the HMO managed care

fee from \$10.15 per employee per month to \$11.24 per employee per month; an increase in the HMO physician service fees from \$163.56/\$482.13 (single/family per plan participant per month) to \$175.56/\$511.63; no change in the network access fees at 0.63% of PPO discounts; and dental rates will remain the same at \$5.58 per employee per month. Applicable prescription drug utilization rebates of \$16.31 per employee per month will be applied as a credit to monthly billing statements and individual stop-loss insurance (ISL) will increase from \$29.67 to \$36.17. Over the past two years, the loss ratio for the individual stop-loss plans has averaged 90% and continues to provide valuable insurance for the cost.

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

Interfund Transfers for Capital Improvements

The Board of Education approved resolutions providing for an interfund transfer of \$20.0 million from the Educational Fund to the Operations and Maintenance Fund, and then from the Operations and Maintenance Fund to the Capital Projects Fund, effective July 1, 2014.

The Board also approved resolutions providing for an interfund transfer of \$2.5 million from the Transportation Fund to the Operations and Maintenance Fund, and then from Operations and Maintenance Fund to the Capital Projects Fund, effective July 1, 2014.

Additional information is available [here](#).

IASB Proposed Resolution

School administrators have the primary responsibility of ensuring that schools are safe for all students and that the school environment can provide a productive instructional environment. Though it is commonly the case that students who commit gross disobedience or misconduct also have a background and educational needs characterized by numerous risk factors, the over-arching responsibility of school officials will – at times – require that students be removed from the school community and the learning environment because their actions threaten and diminish the ability of other students to access the full quality of the instructional or extra-curricular program.

During a recent legislative session, a proposed bill known as Senate Bill 3004 was submitted that would have significantly restricted the authority of school personnel and administrators to utilize out-of-school suspension, expulsion for students who have committed gross disobedience or misconduct. Though the proposed Senate Bill 3004 was not enacted during a recent legislative session, it is likely that a similar set of suggested limitations may be submitted at some point in the future.

District 211 has adopted a series of changes over the past five years that have led to a pattern of consistent reductions in the number of disciplinary violations, a reduction in the frequency that suspension is used as the assigned consequence and a reduction in the number of days that students have been suspended from school. The proposed Illinois Association of School Boards (IASB) resolution includes the fundamental steps taken within District 211 and proposes them for other school districts to adopt.

Plans are underway for the 2014 Annual IASB/IASA/IASBO Conference. The IASB Delegate Assembly will be held in conjunction with the annual conference, November 21-23, 2014, to conduct the annual business of the Association. One important component of the IASB Delegate Assembly is the consideration of resolutions submitted by member boards. The decisions of the IASB Delegate Assembly regarding proposed resolutions can determine the future direction of support or opposition to particular legislative agendas.

The Board of Education endorsed the [proposed resolution](#) as presented and approved submitting it to the IASB Delegate Assembly for consideration of its adoption into the IASB Position Statement Handbook.

Next Board of Education Meeting

The next scheduled regular Board of Education meeting will be held on Thursday, July 17, 2014, beginning at 7:30 p.m. in the Anne Koller Board Meeting Room at the G.A. McElroy Administration Center.