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Board of Education Meeting Recap

The Township High School District 211 Board of Education met Thursday, June 16, 2022, in the Anne Koller Board of Education Meeting Room at the G.A. McElroy Administration Center.

The following is a recap of items acted upon at the meeting.

Appointment

The Board of Education approved the appointment of Mr. Aaron Pollack to the role of 10-Month Assistant Principal at Palatine High School. He currently is dean at Thomas Jefferson Junior High in Woodridge School District 68, a position he has held since the 2018-19 school year.

Mr. Pollack began his teaching career in 2005 as a social studies teacher in Massachusetts. In 2008, he took a position at CICS Ralph Ellison High School in Chicago as a teacher and Social Science Team Lead. From 2015 to 2018, he was an associate principal at CICS Ralph Ellison.

He holds a bachelor's degree in history from DePauw University with a minor in philosophy, and earned master's degrees in Secondary Teaching in History from Boston College and Educational Leadership/Organizational Change from Roosevelt University. He is working toward his doctorate degree in Educational Leadership.

Highlight Video

The highlight video for this month showcased graduation ceremonies from District 211 schools. View it [here](#).

Recognitions

The Board of Education recognized students from four high schools who had earned state-level recognition in athletics. Specifically, the students and coaches honored were:

William Fremd High School – IHSA Girls Badminton State Competition

Head Coach **Robert Hanson** and students:

Satvika Alur	-	2 nd Place Team Finish
Yejee Lee	-	2 nd Place Team Finish, 4 th Place Doubles
Lily Rybka	-	2 nd Place Team Finish
Livana Suresh	-	2 nd Place Team Finish
Sachi Tillu	-	2 nd Place Team Finish, 2 nd Place Doubles
Jeslin Vettikkatt	-	2 nd Place Team Finish, 2 nd Place Doubles
Maggie Wu	-	2 nd Place Team Finish, 4 th Place Doubles
Medha Yaragola	-	2 nd Place Team Finish

Samantha Ye - 2nd Place Team Finish
Elle Zeng - 2nd Place Team Finish

Palatine High School – IHSA Boys Gymnastics State Competition

Head Coach **Scott Hagel** and students:

Dominic Filichia - 1st Place Team Finish, 4th Place High Bar,
9th Place All-Around
Jack Hamman - 1st Place Team Finish
Tanish Mittal - 1st Place Team Finish
Ivan Monay - 1st Place Team Finish
John Pirone - 1st Place Team Finish, 1st Place All-Around,
1st Place Floor Exercise, 1st Place Pommel Horse, 1st
Place Still Rings, 3rd Place Parallel Bars, 5th Place High
Bar
Jaylin Rover - 1st Place Team Finish
Ricardo Vital - 1st Place Team Finish
Trey Wilcox - 1st Place Team Finish, 1st Place Pommel Horse,
1st Place Parallel Bars, 5th Place All-Around,
5th Place Floor exercise, 8th Place Still Rings,
IHSGCA Senior Gymnast of the Year
Cristian Yanez - 1st Place Team Finish

Hoffman Estates High School – IHSA Boys Gymnastics State Competition

Head Coach **Ryan Brown** and student:

Alexander Serwatkiewicz - 4th Place Vault, 2nd Place Parallel Bars,
2nd Place Horizontal Bar

Palatine High School – IHSA Boys Track & Field State Competition

Head Coach **John Nalley** and students:

Jacob Bostick - 3rd Place Long Jump
Jhermari Mabry - 7th Place Discus Throw

William Fremd High School – IHSA Boys Track & Field State Competition

Head Coach **Jeffrey Williams** and students:

William Stewart - 3rd Place 100M Dash, 9th Place 200M Dash
Theodore Cunningham - 9th Place 800M Dash

William Fremd High School – IHSA Girls Track & Field State Competition

Head Coach **Joe Marcin** and students:

Tammi Foreman - 9th Place 4x200 M Relay
Katherine Kuehn - 9th Place 4x200 M Relay
Maria Esquivel Pizarro - 9th Place 4x200 M Relay

Kiera White - 9th Place 4x200 M Relay,
9th Place Triple Jump,
7th Place Long Jump

Schaumburg High School – IHSA Girls Track & Field State Competition

Head Coach **Kristen Miller** and student:

Antenise Williams - 9th Place Shot Put

Hoffman Estate High School – IHSA Girls Track & Field State Competition

Head Coach **Jenny Huffman** and students:

Ashley Oliver - 6th Place 400M Dash

Amaya Hendrickson - 8th Place Shot Put

The Board also honored Hoffman Estates High School Boys Gymnastics Head Coach **Ryan Brown**, who was named Illinois High School Gymnastics Coaches Association (IHSGCA) Coach of the Year. He is a Hoffman Estates High School graduate and teaches English there.

Presentation: District 211 Strategic Plan

The District 211 Strategic Plan Steering Committee was established in November 2021 to develop a multi-year strategic plan through the thoughtful and purposeful analysis of data, review of current goals and value statements, and direct input from hundreds of stakeholders through a survey and subsequent focus groups.

Students, staff, parents and community members comprised the Steering Committee; and they led their peers in the focus groups, diligently presenting information and gathering valuable feedback. At a special Board meeting on April 14, 2022, Board members reviewed the District's mission and value statements through the lens of data collected and analyzed by the Steering Committee and recommendations from stakeholders, and subsequently adopted revised policy versions of both that are forward-thinking and aligned with key priorities.

The Strategic Plan is a living document that builds on the Board-adopted Academic Goals, Equity Plan and Student Readiness Plan and identifies ten key priorities that are aligned with subsequent goals, indicators, strategies and targets to move the District forward.

The intent is a plan that is challenging but attainable, with a District focus that also can be applied to each school and keeps student success at the forefront. Throughout the process, the Steering Committee considered what a successful District 211 graduate looks like and what skills they possess, how the goals meet the needs of all students, and how to ensure the plan drives innovative growth over five years.

Superintendent Lisa Small, Assistant Superintendent Kurt Tenopir and Director of Communications Erin Holmes provided a presentation on the plan.

The Board of Education later approved the Strategic Plan as presented, providing future direction for the Superintendent and staff and serving as a guiding framework for priorities to be accomplished in the coming years (2022-2027), as well as serve as a tool for stakeholders to understand our priorities, direction and tasks. Updates will be provided to the Board of Education on an annual basis to describe the progress in achieving the Plan's components.

View the presentation [here](#).

View the priorities, goals, indicators, targets and strategies [here](#).

View the complete District 211: Forward Together plan [here](#).

Approval of Minutes

The Board of Education approved the minutes from its regular meeting on [May 26, 2022](#).

Bids for Consideration

The Board approved eight bids for work including athletic supplies, LED lighting, athletic training supplies, wood floor refinishing, physical education locks, continuing education course catalog printing, portable restrooms and cafe tables at a total cost of \$523,490.84.

The full report is available [here](#).

Resolution: Employment of Summer School Teachers

District 211 expects to employ approximately 200 academic summer school teachers this year. The Board reviewed a list of teachers with pending contracts for the 2022 summer school session, which runs from June 6 to June 28 and June 29 to July 21. The Board the resolution to employ teachers for the 2022 summer school session as presented.

Details are available [here](#).

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

Public Act 94-0600 requires school districts to submit a report to the Regional Office of Education recording that an annual review 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 contribute to this yearly review to evaluate emergency response plans and 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 guides the review of emergency and crisis response plans. The administration at each school in District 211 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. The administration also coordinated two Law Enforcement (lockdown) drills at each of the schools.

All drills involved staff members and students. The yearly meetings to review the safety drills conducted by the staff members in each of our facilities were completed in full collaboration with representatives from both the police and fire departments of each municipality in which our schools are located. The required drills were properly conducted and documented as required.

The 2021-2022 school year was the thirteenth year the District implemented the standardized, comprehensive emergency procedures and response protocols. Representatives from fire and police departments from each village serving the District were closely involved with District personnel in the development of the response plan. The District continues to benefit from a collaborative, cooperative and effective relationship with local police and fire departments.

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

2022-2023 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 2022-2023 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 expenses 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) that must be allocated to this fund annually, equal to 4.27% of the levy into this fund. This translates to approximately \$375,000 for 2023. Interest rates have increased slightly lately, but are expected to remain unfavorable next year. Overall, revenues in this fund are budgeted to be 1 percent more than 2022 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 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](#).

Employee Assistance Program Provider

The Employee Assistance Program (EAP) was initiated by the Board in 1979. Since 1988, the District has purchased its EAP services from Workplace Solutions, located regionally in suburban Chicago and developed as a partnership of the Kenneth Young Center and Alexian Brothers Medical Center in Elk Grove Village. In July 2009, the Board approved an expansion of services with the goal of better serving employees through traditional, clinical referral services as well as assisting them through a comprehensive assortment of services and informational assistance offered under the umbrella name Work-Life Solutions.

Work-Life Solutions includes 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. Examples include care for older parents, childcare services, adoption and information regarding supplemental educational services for an employee's child. WorkLife Solutions also includes 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.

District 211 initiated a Request for Proposal for Employee Assistance Programs and received five responses. The District also surveyed other high school districts in the suburban area regarding their experiences with EAP providers. Based on these factors, three providers were selected to make a presentation to District 211 representatives regarding their services.

The Board approved the continuation of the Employee Assistance Program services to be provided by Workplace Solutions from July 1, 2022 through June 30, 2024 at a cost of \$18.48 per employee for an annual cost of \$37,884 per year and authorized the Board President to sign the contract with Workplace Solutions for these services.

Appointment of School Treasurer and Assistant Treasurer and Treasurer Bond Renewal

In accordance with Illinois School Code, the Board of the school districts affected by the abolition of Township School Treasurer are required to appoint their own school treasurer for a two-year term beginning and ending on the first day of July. The school treasurer shall not be either a member of the Board of Education or the superintendent of schools and shall be either a certified chief school business official or a certified public accountant.

Controller and Treasurer Barbara Peterson is a certified public accountant and Chief Operating Officer Lauren Hummel is a certified chief school business official. Barbara Peterson was appointed School Treasurer and Lauren Hummel was appointed Assistant School Treasurer for a two-year term, effective July 1, 2020.

The School Code also provides that the school treasurer be bonded. In accordance with School Code, each treasurer must secure a surety bond that provides a penalty of 25 percent of all bonds, notes, mortgages, monies and effects of which the treasurer has custody at any time. The bond must be approved by the board and filed with the North Cook Intermediate Service Center (ISC). For District 211, the current bonding amount maintained is \$25 million. Treasurer bond proposals of \$25 million for Barbara Peterson and Lauren Hummel were sought from several insurance underwriters, with Hartford submitting the most favorable proposal at a cost of \$15,248 per treasurer bond (\$30,496 total) for the period July 1, 2022 through June 30, 2023. Proposals for the 2023-2024 school year will be presented to the Board in spring 2023.

The Board of Education adopted the resolution to reappoint Barbara Peterson as School Treasurer and Lauren Hummel as Assistant School Treasurer of Township High School District 211, effective July 1, 2022. The Board also secured treasurer bonds as presented.

Full information, including the resolution, is available [here](#).

Health and Dental Program Claims Administration

District 211 provides employees and eligible retirees with health and dental benefits through a modified self-insured program. Under the modified self-insured 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 three Preferred Provider Options (PPO) plan variants and two Health Maintenance Organization (HMO) plans. 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.

Over the past few months, the District's brokerage/consulting service provider Hub International/ Corporate Benefits Consultants, Inc. (CBC) has conducted an analysis of District 211's renewal structure of claims administration services and stop-loss insurance and sought pricing from Blue Cross and Blue Shield of Illinois (BCBS) per the insurance plans in the District's collective bargaining agreements. The claims administration renewal is structured to achieve the same level of benefits and services including controlled deductibles, coinsurance, prescription drug plans, health savings accounts and varied premium levels.

For the current 2022-2023 renewal, it is recommended that the District retain individual stop-loss insurance at \$350,000 and retain existing aggregate stop loss-insurance at 125%.

Claims administration service fees and stop-loss insurance are fixed costs to the District. Administration fees are based on program enrollment. The projected health and dental fixed administration cost for 2022-2023 is \$3.6 million. This is projected to produce an overall net increase of 2.3% from the prior year administration costs of \$3.5 million.

Stop-loss insurance provides coverage against catastrophic losses in the program year. Stop-loss insurance is provided through Blue Cross Blue Shield. Administrative and stop-loss fees for the PPO and HMO plans will increase from the prior year due to claims experience.

The Board reviewed detailed information regarding healthcare trends, program administration costs, prescription rebate rates, the Affordable Care Act and more.

The Board voted to continue the self-insured program for health and dental benefits for 2022-2023 and retain Blue Cross and Blue Shield to provide claims administration services for medical, dental and utilization review. The Board also voted to purchase aggregate and specific stop-loss insurance from Blue Cross and Blue Shield at a level of \$350,000 as presented.

The full report is available [here](#).

Student Yearbook Vendor Recommendation

A Request for Proposal was conducted for student yearbooks. A selection committee of activity directors under the direction of Director of Athletics and Activities Eric Wenckowski, with input from yearbook sponsors, principals and central administration, reviewed proposals and attended presentations from companies interested in producing school yearbooks.

Samples were reviewed and proposals were evaluated for compliance with the specifications developed by the school district. Vendors were required to offer proposals for the production of full color yearbooks based on a minimum number of pages, and various finishing criteria and order quantities by school. Products were also evaluated for price, software solutions, additional resources and overall experience. Each school had an opportunity to review all vendor submittals and make a recommendation based upon the school's potential yearbook cost and past customer service experiences that best meets the needs of their school.

The Board approved the recommendation to select Jostens as the yearbook vendor for Palatine, Fremd, Conant and Schaumburg High Schools, and that Walsworth be selected as the yearbook vendor for Hoffman Estates High School. The Board further approved the contract period of three years with the ability to extend for an additional one-year period.

Selling Price of Real Estate

Section 105 ILCS 5/5-22 of the School Code provides that a board of education may approve a resolution by two-thirds vote engaging a licensed real estate broker to sell school-owned residential property constructed or renovated by students as part of a curricular program for a commission not to exceed 7%, contingent on the public listing of the property on a multiple listing service for a minimum of 14 calendar days and the sale of the property within 120 days.

The District has a student-built home located at 12N455 Berner Drive that was completed and listed for sale on the Multiple Listing Service for a price of \$649,999 following Board of Education approval April 7, 2022. On May 13, 2022, 12N455 Berner Drive was listed for sale on the Multiple Listing Service at a price of \$649,900. The District received six offers by the specified date of June 6, 2022. The highest offer of \$746,500 is a non-contingent offer and includes an appraisal gap offer that permits the offer to be accepted so long as it is within \$125,000 of the appraised value. The potential buyers also requested a one-year home warranty valued at \$700 which would be at the expense of the District. The requested closing date is July 27, 2022. The realtor's commission for the sale is 4.5% of the sale price.

The Board accepted the sale of the property at 12N455 Berner Drive in Elgin to Shavkat Isakov and Durdona Abakdzhanova for the amount of \$746,500 and authorized the Superintendent or designee to sign any documents for or on behalf of the Board to consummate the sale.

Board Member Expenses

In accordance with board policy BHD (Board Member Expenses), the Board must pre-approve the expenses of any board member. Board members seeking expense pre-approval for conference or workshop attendance will complete and submit to the Superintendent the request for PreApproval Form for Future Expense Reimbursement no later than noon on the Friday preceding the next regularly scheduled Board of Education meeting. Submission for pre-approval may be made for a single event or a series of similar events.

The Board approved the Pre-Approval Form for Future Expense Reimbursement for Anna Klimkowicz to attend the Triple I Conference, November 18-20, 2022 as submitted.

Future Meeting

The next scheduled regular Board of Education meeting will be held Thursday, July 21, 2022, 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