

**NEW TRIER TOWNSHIP HIGH SCHOOL DISTRICT 203
REGULAR MEETING OF THE BOARD OF EDUCATION
September 16, 2019
New Trier Township High School
7 Happ Road, Room C234
Northfield, IL 60093**

A **Regular Meeting** of the Board of Education of New Trier Township High School District 203, Cook County, Illinois was held at New Trier High School – Northfield Campus, 7 Happ Road, in Room C234 on Monday, September 16, 2019 at 7:00 p.m.

Members Present

Ms. Cathy Albrecht, President
Mr. Keith Dronen
Ms. Carol Ducommun
Dr. Marc Glucksman, Vice President
Ms. Jean Hahn
Mr. Brad McLane
Mr. Greg Robitaille

Administrators Present

Dr. Paul Sally, Superintendent
Dr. Timothy Hayes, Assistant Superintendent for Student Services
Mr. Christopher Johnson, Assistant Superintendent for Finance & Operations
Dr. Joanne Panopoulos, Assistant Superintendent for Special Education
Mr. Peter Tragos, Assistant Superintendent for Curriculum & Instruction
Mrs. Denise Dubravec, Principal – Winnetka Campus
Mr. Paul Waechtler, Principal – Northfield Campus

Also Present

Mr. Scott Williams, Assistant Principal for Student Services; Mr. Mike Lee, Assistant Principal of Administrative Services; Mr. Dave Conway, Director of Physical Plant Services; Dr. Chimille Dillard, Director of Curriculum and Instruction; Dr. Renee Zoladz, Director of Human Resources; Ms. Niki Dizon, Director of Communications; Mr. Spiro Bolos, Social Studies Faculty and New Trier Educational Association President; Mr. Myron Spiwak, Director of Business Services; Mr. Dan Paustian, Social Work Department Coordinator; Ms. Ghana Cooper, Social Work Department Faculty; Ms. Jen Karakosta, Applied Art Department Faculty and New Trier Educational Association President-Elect; Ms. Doreen Clough, Nurse; Mr. Matt Mersch, Business Education Department Faculty; Mr. Matt Stuczynski, Library Department Faculty; Ms. Mary Lappan, Mathematics Department Faculty; Ms. Raquelle Brennan, Library Department Faculty; Ms. Jennifer Lind, community member; Ms. Miyako Hasegawa, community member; Ms. Audrey Moy, community member; Ms. Julia Pfeffer, foreign exchange student; Ms. Marta Ravazzoni, foreign exchange student; Ms. Camilla Petrelli, foreign exchange student; Ms. Clemence DeVienne, foreign exchange student; Ms. Lindsey Ruston, Board of Education Secretary; Mr. Mike Hill, Technology Department; Mr. Eric Johnson, Technology Department; and members of the press and community.

BUSINESS MEETING

I. CALL TO ORDER – 7:00 p.m. – Rm. C234

Ms. Albrecht called the Regular Meeting of September 16, 2019 of the Board of Education to order at 7:02 p.m. in Room C234. Roll call was taken and all members were present.

II. CLOSED SESSION

Closed Session was cancelled for this meeting.

III. BUSINESS MEETING

Open Session – 7:00 p.m. – C234

Ms. Albrecht called to order the Open Session, Regular Business Meeting of the New Trier High School Board of Education of September 16, 2019, at 7:02 p.m. All members were present.

IV. Minutes

Ms. Albrecht asked for any comments or adjustments on the Minutes for the Regular Meeting of August 26, 2019 (open and closed sessions), the Special Meeting of August 26, 2019 (open session) and the Special Meeting of July 15, 2019 (open session). There was one adjustment requested by Ms. Albrecht to the Special Meeting Minutes of July 15th and one requested by Ms. Ducommun to the Regular Meeting Minutes of August 26th. Both requests were incorporated prior to the meeting. Ms. Ducommun moved, and Ms. Hahn seconded, the motion to approve the minutes of the Regular Meeting of August 26, 2019 (open and closed sessions), the Special Meeting of August 26, 2019 (open session) and the Special Meeting of July 15, 2019 (open session). Upon a roll call vote being taken, the members voted as follows:

AYE: Ms. Hahn, Mr. McLane, Mr. Robitaille, Mr. Dronen, Ms. Ducommun, Dr. Glucksman, Ms. Albrecht

NAY: none

The motion passed.

V. Communications

Ms. Albrecht invited anyone from the audience who wished to address the Board to come forward and fill out a yellow communications request form from the back table. Three people came forward to address the Board: Ms. Jennifer Lind of Wilmette, Ms. Miyako Hasegawa of Wilmette and Ms. Audrey Moy of Wilmette. Each shared information about themselves, their families, and their positive experiences with the community Beyond Diversity workshop hosted by New Trier and facilitated by Ms. Pat Savage-Williams, Special Education Department Coordinator. They thanked the school for the opportunity to participate.

VI. Special Orders of Business

A. Report from Campus Principals

Mr. Paul Waechtler, Principal of the Northfield Campus, shared the following information about events and programs at that campus:

- It has been a good start to the year with teachers and students settling into routines.
- Construction is progressing nicely. Not only do the brick columns look great and compliment the building, but the landscaping is also coming along well. Shortly after the next Board Meeting, the fencing and vestibules will mostly be completed.
- Freshman parents were able to attend Adviser Nights. This was an opportunity for parents to meet their student's adviser and to start building the relationship between parents and adviser.
- Last week, students attended the Extracurricular Assembly, which shared ways for students to access the school's extracurricular programs.
- UNLV football practiced at Trevian stadium on Friday, September 13th in preparation for their game against Northwestern University. It was fun for students to watch some of their practice.
- Finally, last Saturday, Mr. Waechtler gave a tour to the class of 1969 for their 50th reunion. Attendees loved being back on campus and felt proud that New Trier was still a great place for students to attend.

Mrs. Denise Dubravec, Principal for the Winnetka Campus, shared the following student events and program updates from that campus:

- Last week, the Sophomore Advisers also met with the parents of their advisees.
- Mrs. Dubravec and Dr. Sally presented at Parents' University hosted by the New Trier Parents' Association.
- Today it was announced that 35 New Trier students made the cut-off to be a National Merit semi-finalist after meeting the cut-off index score of 220. This score is tied with California, who often has one of the highest scores in the country. There are 139 students of the current junior class who are invited to participate.
- There will be a Fall Job Fair on September 25th that is hosted by Ms. Melissa Duffy and Mr. Steve Belford, Career Services Coordinators. Two fairs were held last year and two will be held again this year.
- Three coaches were selected as IHSA Coach of the Year in their respective sport. They included: Ms. Jen Pistorius, gymnastics coach for twenty-four years at New Trier and new department assistant to the principal's office and the parents' association, Mr. Tom Herrala, boys' lacrosse coach for twenty-three years at New Trier, and Mr. Pete Collins, girls' lacrosse coach for twenty-five years at New Trier and Kinetic Wellness Department Coordinator.
- Mrs. Dubravec and Mr. Mike Lee, Assistant Principal for Administrative Services, also gave Reunion Tours to the classes of 1969, 1973, and 1979. Ms. Liz Mayer, Executive Director of the Educational Foundation, also joined the tours to welcome back alumni.

Dr. Joanne Panopoulos, Assistant Superintendent for Special Education, shared about the Back-to-School barbeque that took place on September 4th for the Transition and Educational and Life Skills (ELS) students and their parents. During this time, attendees were also able to tour the Practical Assessment Exploration System (PAES) Lab. It houses research-based curriculum that allows students to explore a variety of pathways for functional skills with the intent of having gainful employment. The classroom was created in conjunction with support from New Trier Educational Foundation. There will also be opportunities for Board Members to see the classroom. Dr. Panopoulos, along with Ms. Pat Savage-Williams, also hosted a parents' night for freshman who have an Individualized Education Plan (IEP) at New Trier. It was an informative session that focused on the transition to New Trier, what supports can be in place and what to expect for the upcoming year and beyond.

FOIA Report

Mr. Chris Johnson, Assistant Superintendent for Finance and Operations, noted that there was one FOIA request received since the last Board of Education Regular Meeting. The request is pending. It was for information relating to cafeteria data.

B. Foreign Exchange Students

Mrs. Dubravec introduced the students that are participating in the Foreign Exchange Program at New Trier. Four were in attendance, while one could not join. Mrs. Dubravec introduced the student and their host family. They included Julia Pfeffer from Brazil hosted by Jocelyn and Steve Snower of Glencoe, Marta Ravazzoni from Italy hosted by Christine and William Guthrie of Kenilworth, Camilla Petrelli from Italy hosted by Fanny Boone Zeddies of Wilmette, Clemence DeVienne from France hosted by Miyako Hagesawa and Dan Seals of Wilmette. Not in attendance was Amanda Lindholm from Finland hosted by Corina and Todd Wagner of Wilmette. Each student went on to give a brief presentation about themselves, their home country and about their transition to New Trier. They also thanked the Board of Education for the opportunity to study at New Trier. Ms. Albrecht then asked for any comments or questions. Mr. Robitaille and Dr. Sally welcomed the students and wished them well. Ms. Hahn, as the Booster Club liaison, told Ms. Petrelli that there is spike league volleyball during the winter, so she can still play even though she is not on New Trier's team. Ms. Albrecht also welcomed the students.

C. NT 2030 – Equity Goals Committee

Dr. Tim Hayes, Assistant Superintendent for Student Services, presented on the New Trier 2030 – Equity Goals Committee. Dr. Sally gave a brief introduction, noting throughout the year, there will be many updates on New Trier 2030 and the progress being made. Dr. Hayes then began by stating that last year, he gave a series of reports that raised interesting questions for the District to consider about a student's experience at New Trier. He briefly shared those surveys and what the data showed from each – one main discrepancy was in the areas of safety and belonging. The 2019-2020 annual plan will begin to address the trends seen in the data through the specific strategy of establishing and implementing, through departments and program leaders, an equity goal in each area that is focused on the specific issues and context of those departments and programs. This strategy will take an in-depth look at students' experiences in the classroom, in the extracurricular program and the adviser program. Goals will be established, worked toward throughout the year, progress shared with the Board in the spring followed by goal setting for the following school year, making this an ongoing initiative. Dr. Hayes went on to discuss a question that he is often asked, which is "why not be color blind?"

The Equity Goals Committee has been convened to guide this work and meets monthly. The group is charged with coordinating the various goals, ensuring collaboration across the school and working towards a common direction. Dr. Hayes noted that some examples were shared with the Board on this work in academic departments, the adviser program and the three large extracurricular programs. Of the goals that Dr. Hayes has received, and that the committee will review in an upcoming meeting, two themes emerged. One is professional development and the other is action. The point of the initiative is to positively impact students and determining how that will be done in each area of the school. Dr. Hayes then invited questions and comments from the Board.

Ms. Ducommun questioned how to best describe the phrase, "at the right moment." She provided the language from the Parents' Press article. Dr. Hayes responded that the committee first determined a working definition for equity. The "at the moment" phrase tried to articulate what the definition means in practice. Discussion then continued between Ms. Ducommun and Dr. Hayes on this topic.

Dr. Glucksman inquired as to what the integrating piece is to all of the work, noting that while each department is doing work, how does it all get brought together. Dr. Hayes noted that this was one of the key purposes of the committee to look at where departments are headed and what commonalities are emerging. One that emerged immediately was professional development and how to best implement this work with students. A number of the goals focus on the language that is used with students and the language that they use. Dr. Hayes provided an example of this in regards to the English department and the novels selected and the conversations that are necessary around the themes in these books. Dr. Sally shared additional thoughts about the approach to the equity work compared to the approach to other threads in the annual plan. He agreed with Dr. Glucksman's point, noting that the professional development approach to social emotional learning (SEL) was the opposite of the action approach to the equity goals. For instance, the application of the SEL work would be seen somewhat this year, but even more so the following year. The thinking behind these approaches was to keep professional development focused and to not

overwhelm the staff.

Mr. Dronen noted on page three of Dr. Hayes' memo the administration's goal of recruiting, hiring and retaining a high-quality, racially diverse staff. He inquired as to what steps are being taken to increase diversity at the administrative and teaching levels. Dr. Sally shared about the entire cycle of recruiting, screening, interviewing and selecting with the current focus on recruiting, which will be done by establishing relationships with schools and organizations. He went on to further share about an exercise the administration completed in regards to New Trier's screening process of candidates and resumes, norms and standards around criteria that is used, and how administrators train as they are liaisons to each of the departments as hiring occurs at the department level. Dr. Hayes added that in the field of education, there is an increasing shortage of candidates making it a highly competitive market for employers. By establishing these relationships and sharing what a wonderful place that New Trier is to teach at, is a powerful tool and one that can attract talented and diverse staff that the school is looking to have.

Mr. McLane added, that as a new Board member, he has much respect for the work done by former Board members. He noted that it is a monumental challenge to change perspective and thinking, but that this work is being done in a way that is much more understandable to him and ultimately to teachers, students, parents and tax payers. Mr. McLane thanked Dr. Hayes for framing this and helping him to understand this work one step at a time.

Ms. Hahn inquired as to the opportunities that students will have for input in this process, whether it might be in the end when the school is evaluating or at the beginning when this is being formed, as they are the ones that the school ultimately hopes to impact. Dr. Hayes noted that a lot has already been learned from students. There is a group, Voices in Equity, who members are from across the school that meet regularly to discuss issues of equity in the school. There are also a number of groups that are intentionally set up to support those students who may have an identity that is in some way a minority within the school. These students have already shared a lot about what it feels like to be in classes where a teacher takes a particular approach that feels supportive over another approach that does not feel that way. In addition, the school also needs to remember that 85% of its students are white and this is an opportunity for those students to not only expand on their understanding of others' identities, but their own identity as well. It is important to build in moments to ask students to help the adults understand if their approach has helped to change or expand the student's understanding of a particular topic. All School Forum will be used as a way to gather students together around a particular strategy and ask them to speak on it from their perspective. Dr. Hayes also noted that teachers will be interested in students' feedback to what is being done in their classroom.

Ms. Albrecht noted that the memo was very well-written. It is not a theoretical issue and by having the data from the surveys, as well as, hearing from alum that the diversity in college is new to them and the importance of that. She went on to note the synergy of the strategic plan and how one of the goals cannot be accomplished in one framework without accomplishing them all. The school cannot accomplish intellectual growth for all students, if some of those students feel as if they do not belong or feel safe. Ms. Albrecht also noted Ms. Mellody Hobson's TED Talk that Dr. Hayes linked in his report.

D. NT 2030 Update – Parent/Community Advisory Groups

Dr. Sally presented the New Trier 2030 Update on the Parent/Community Advisory Groups. He started by noting the various ways that parents were able to participate in the establishment of the Strategic Plan. As a way to continue this important piece, the school will launch its Parent/Community Advisory Groups. Dr. Sally went on to share the logistics of the groups. There will be two groups of 25-30 members with one group meeting during the day and the other meeting in the evening at three times throughout the year. Members will represent a variety of constituencies from parents of current New Trier students to sender school parents to the business community as well. Students will not participate in this particular group, as Dr. Hayes mentioned that All School Forum will be the arena that will be used to hear student feedback. The Advisory Groups will be brought up to speed on the current annual plan and will offer input as next year's annual plan is developed. For instance, these groups will also review and offer feedback on The Characteristics of a New Trier Graduate. Participants will be asked to commit to one year and members will change as the years go on. Ms. Niki Dizon, Director of Communications, is working with Dr. Sally to create the invite and the groups. So as to give some continuity to the group, some members will be from the original Strategic Planning group, while others will have participated in the Community Engagement Evening. Dr. Sally then welcomed Board questions and comments.

Ms. Hahn inquired if there would be an effort to create a diverse pool of parents and community members participating, to which Dr. Sally noted that there would be.

Mr. McLane inquired if the groups would be opt-in or by invite. Dr. Sally stated that initial selection will be those people who have been involved in a variety of different ways in the school community, however, the selection of members may change in coming years. Dr. Sally also noted that it is possible, that in the next several years, the District may host another Community Engagement Evening and community survey.

Ms. Ducommun noted that while sixty people is a lot, it is also great. She also shared her excitement that that many people will have an opportunity to work directly with Dr. Sally. Ms. Albrecht agreed with Ms. Ducommun's comments.

Ms. Albrecht clarified that the Advisory Groups would not have students on them, rather, students would be able to participate in All School Forum, which Dr. Sally confirmed.

E. Public Hearing: 2019-2020 Final Budget

Ms. Albrecht called to order the Public Hearing on the 2019-2020 Final Budget and Mr. Johnson presented it for approval. It is a balanced budget in operating funds and reflects the financial health of the District. Planning began last January as Mr. Johnson and Mr. Myron Spiwak, Director of Business Services, met with department leaders and administrators who offered input on it. Each year, the District must adopt a budget by September 30th. It is the spending plan for the year and is developed to accomplish the District's goals and objectives through strong fiscal stewardship. The budget directly supports the educational outcomes for students and Mr. Johnson went on to highlight some of these accomplishments and how they are tied to the budget. For example, the budget supports a deep and broad curriculum, particularly with how it supports student course selection. Students continue to take a rigorous and appropriate course load, taking an average of close to four years of core academic classes, which is beyond New Trier's graduation requirements. Staffing each year is then aligned with students' choices. The budget also supports the District's extracurricular program with over 85% of students participating in one or more opportunities. The program responds to student needs and allows new clubs to be created based on interest. One example of this is the Peer Helping Blood Drive which donated enough blood to save over 400 lives. The budget also supports individual student needs from the adviser program to special education. An example of this was noted earlier by Dr. Panopoulos and the creation of the PAES Lab.

Mr. Johnson went on to summarize the budget stating that it is balanced in operating funds with a small surplus of \$215,000 in those funds. Transfers from other funds were also included such as capital projects and debt service. Other transfers for capital work will be discussed later as they support the 15-year facilities plan.

On the revenue side, Mr. Johnson noted that property taxes comprise 91% of the District's revenue. The budget is balanced thanks to the support of the community and the taxes they pay to support the school. The District takes this commitment seriously and last asked for an operating rate referendum in 2003 while making a 5-year no referendum commitment, that has now stretched over 16 years, ten years beyond the original commitment with no referendum in sight.

On the expenditures side, faculty salaries comprise the largest portion of the budget, which is typical of school districts. The percentage of teachers with a master's degree or higher is 94%, much higher than the state average and 78% of teachers have achieved Master Teacher or Leader Teacher status on the District's Merit Based system. Another highlight on the expenditures side is that employee benefits total 12% of the budget with the largest component being health insurance. Health costs only increased 0.6% for this year, continuing a trend of historically low increases that have averaged less than one percent over the past five years based on the health of the District's employees and the management of the health insurance cooperative. The District's IMRF rate, which is paid in noncertified payroll, will increase slightly. The District will also pay down the unfunded pension liability in the budget demonstrating the District's commitment to effectively manage its pension costs, which will be discussed later in the meeting. There is a modest increase of 4.24% for purchased services and a small increase in the cost of supplies and materials. The budget also supports capital outlay with renovations, maintenance and improvements that allow the District to deliver the best possible education to students today and tomorrow. It includes funds for the conclusion of the security improvements that Mr. Waechtler highlighted earlier in the meeting. This budget also included funds for a portion of the first year of facilities work that has been discussed in regards to the 15-year plan. Finally, the Other category includes several types of expenses including those related to the District's outplaced Special Education students. The District will continue to analyze trends related to this; there is a three percent increase in costs expected this year.

The District is also consistently recognized by the Association of School Business Officials International, the Government Finance Officers Association (GFOA) for financial reporting and by the State of Illinois for having a balanced budget and a strong fiscal position. Mr. Johnson went on to thank the Administration and Business Office for their assistance in developing the budget. He thanked the community for their support and noted that this budget demonstrates the District's commitment to providing comprehensive academic programming that meets the needs of all students. Mr. Johnson then asked for any questions or comments that the Board might have on the budget.

Ms. Albrecht asked for any public comment, of which there was none.

Ms. Ducommun commented that three Board Members had already had a chance to review the documents in-depth as members of the Finance Committee. She told Mr. Johnson that he has done a great job, as well as, thanked him for his response to feedback and questions the committee has had along the way. Finally, she noted it is a very strong budget.

Mr. McLane inquired if there were a couple of items that, if they were to occur, would derail the budget as typically there is a lot of predictability in the budgeting process. Mr. Johnson responded that any changes on the revenue side might be an issue such as a change in the property tax system that might cause a long-term structural revenue change. On the expense side, a change in who funds the teacher pension system, moving from state funded to district funded, would have an impact. Another example might be if an emergency came up that was not covered by insurance. Mr. Johnson noted that the District is well positioned with sufficient reserves to handle unexpected expenditures whether it is a short-term, one time issue or a long-term one. The reserves would allow the District to align its revenues and expenditures without compromising the current program for students while allowing conversations with the Board, faculty and administration to take place on how to meet the needs of students in the future.

Mr. Robitaille wanted to confirm that Mr. Johnson is showing a balanced operating fund budget, but a negative net operating funds balance after transfers which solely relate to the summer of 2020 projects. Mr. Robitaille noted that capital money is being spent in advance of the summer, the money will be raised in the subsequent fiscal year and the "deficit" that is showing is really a timing difference. Mr. Johnson responded that it will be recommended later in the meeting to fund the summer of 2020 work with a combination of operating funds, usage of reserve and issuing some bonds. Some of the reserve balance will be taken and moving it to the capital projects fund for that work. The fund balance has been accumulated from fiscal year 19 and previous years. Mr. Robitaille then inquired where that puts the District's operating reserve. Mr. Johnson responded that fiscal year 18 was closed with 8.71 months of reserves, he will have updated numbers from the audit at the October Board Meeting. Last year generated several million dollars in reserves which will be used for the facilities work next summer. He anticipates that reserves will stay relatively flat, maintaining an 80% range or eight to twelve months.

Ms. Hahn noted her appreciation for the summary that Mr. Johnson compiled and how it ties the numbers back to what the school is doing and how it is helping kids and promoting the learning process in the school's mission.

Ms. Albrecht clarified on Mr. Robitaille's comment that the 2019 amended budget was used in the budget summary, as actuals will not be ready until next month. The \$592,000 amount is likely to change and the District will also have reserves from 2019 to cover the \$5 million for the summer of 2020 projects. Mr. Johnson concurred and gave further explanation. Ms. Ducommun also added that the Finance Committee has targeted levels of reserves. She also applauded the District for using the money in reserves versus stockpiling taxpayer dollars and to use them in a way that benefits students now.

Ms. Ducommun moved, and Mr. Robitaille seconded, the motion to adjourn the Public Hearing on the 2019-2020 Final Budget. Upon a roll call vote being taken, the members voted as follows:

AYE: Mr. McLane, Mr. Robitaille, Mr. Dronen, Ms. Ducommun, Dr. Glucksman, Ms. Hahn, Ms. Albrecht

NAY: none

The motion passed and the public hearing was adjourned.

F. 2019-2020 Final Budget Approval

Ms. Ducommun moved, and Dr. Glucksman seconded, the motion to approve the Resolution to Adopt the Annual Budget for the 2019-2020 Fiscal Year and the School District Budget Form, as presented. Upon a roll call vote being taken, the members voted as follows:

AYE: Mr. Robitaille, Mr. Dronen, Ms. Ducommun, Dr. Glucksman, Ms. Hahn, Mr. McLane, Ms. Albrecht

NAY: none

The motion passed.

VII. Administrative Items

A. Treasurer's Report for August 2019

Mr. Johnson presented the August 2019 Treasurer's Report. Both the Treasurer's and Financial Reports reflect the first two months of the fiscal year. Total cash balances in the Treasurer's Report were \$143,954,355 for District accounts as of August 31st. This is historically a high point for cash balances, as taxes are collected and distributed in July and the school year has just started, while the first payroll for the year, ran on September 15th, has not yet occurred. Many school year expenses have not yet happened therefore this is the high point in terms of cash, which is shown in the chart on the last page of the report. The weighted portfolio yield for the District's two primary cash and investment accounts is 2.08% and 2.17% respectively. This shows a bit of softening in interest rates, but the District still has strong interest income. Significant interest income for the first two months is totaling \$194,000, tracking slightly behind last year's totals, but is still a healthy amount.

B. Financial Reports for August 2019

Mr. Johnson reviewed the Financial Reports for August 2019. Operating revenue was \$48,068,345 for the first two months of the fiscal year, or 1.39% higher compared to last year. The State Evidenced Based Funding payments began in August in a timely fashion once again, and the District has collected approximately 90% of the student fees. Both items are important to note. The State is now paying bills on time in the current fiscal year. Mr. Johnson noted the great job the Business Office has done in communicating with parents about student fees. This was much different seven or eight years ago when fee bills were issued in January or February instead of over the summer as is the current practice. The proposed budget has a 2.26% increase in operating revenue for the year. Operating expenditures were \$7,644,915 through August, or 10% higher than last year. It is typical to see larger variance in the first couple months of the year. Most of this variance is the result of technology maintenance and lease contracts renewed as soon as the fiscal year began. The proposed budget for operating expenditures is 2.10% higher, the expectation is that the differential will even out as the year progresses. Mr. Johnson then invited any questions or comments from the Board.

Ms. Ducommun inquired about general instruction in August, which was up by almost 50% from last year, from \$527,000 to \$766,000 this year. Mr. Johnson noted that he would get back to Ms. Ducommun with an answer.

C. IMRF Unfunded Accrued Actuarial Liability Payment

Mr. Johnson presented on the Unfunded Accrued Actuarial Liability (UAAL) Payment for IMRF. The District's non-certified employees are part of the Illinois Municipal Retirement System. The retirement expenses for these employees are paid by withholdings from their paychecks and by the District's IMRF employer rate. This is different than the Teachers Retirement System (TRS), where teachers pay out of their paycheck, while the employer portion is paid for by the State. In the case of IMRF, the employer portion is paid by the District. The District's IMRF obligations are 95.65% funded as of December 31, 2018, and an unfunded accrued actuarial liability balance remains of approximately \$1,448,000. This is the difference between the benefits promised to retirees and the funds that are able to pay those benefits. By approving a one-time payment of \$1,448,202 from the IMRF fund to the Illinois Municipal Retirement System, the District's funding percentage will increase. In turn, this reduces the IMRF employer rate charged on payroll, decreasing to just under one percent next year saving the District over \$83,000 in interest charges. If the District is underfunded, IMRF charges the District its interest rate on the underfunding. This payment demonstrates the District's commitment to managing pension costs to the community. The payment has also been incorporated into the operating budget, this occurred once before during the 16-17 school year, but at that time, the District used reserves. Mr. Johnson then invited questions and comments from the Board.

Dr. Glucksman inquired how far in advance is the District informed of what the employer rates are going to be. For instance, in 2019, it was 5.96% and in 2020, it is projected to be 7.65%. Mr. Johnson replied that IMRF is on a calendar basis, therefore the District will know next March what the 2021 rate is when it receives preliminary rates in

the spring of 2020. Mr. Johnson noted that the District is paying based on the 95% funding rate as of December 31, 2018. While it will close the gap, he went on to further explain the different scenarios that could happen once IMRF receives this year's results on December 31, 2019. Based on the last time a payment was made, the District went off of what the difference was at the end of 2015. Dr. Glucksman then inquired if there were any other external forces that Mr. Johnson is concerned about. Mr. Johnson responded that IMRF is very well managed and each employer has their own individual account with investments being managed as a pool. The dollars that New Trier contributes pays for New Trier employees and retirees, so the District is able to control its funding percentage. IMRF is generally healthier than TRS. There is one variable that Mr. Johnson noted, but even if the change was made, it would not impact New Trier's IMRF account.

Ms. Albrecht inquired that if the District was not paying this amount upfront, how would it be paid, such as monthly or quarterly. Mr. Johnson responded that IMRF charges the District a rate based on payroll and went on to further explain the process. Ms. Albrecht then noted that the District saves about \$80,000 in interest by paying upfront, which Mr. Johnson confirmed.

Ms. Ducommun questioned as to why other districts do not do this, inquiring if they do not have balances like New Trier does that allows them to do this. Mr. Johnson responded that not all do, but also that IMRF does not advertise this option. It was in talking with other districts, such as 211 and 113, that this successful idea was shared. He anticipates more districts will do this over time.

Mr. Robitaille moved, and Dr. Glucksman seconded, the motion to approve the Resolution Authorizing Additional Employer Contributions to the Illinois Municipal Retirement Fund, as presented. Upon a roll call vote being taken, the members voted as follows:

AYE: Mr. Dronen, Ms. Ducommun, Dr. Glucksman, Ms. Hahn, Mr. McLane, Mr. Robitaille, Ms. Albrecht

NAY: none

The motion passed.

D. Approval of Summer 2020 Facilities Work

Mr. Johnson briefly presented on the Approval of Summer 2020 Facilities Work. Last month, the Board reviewed the work proposed for the first year of the 15-year facilities plan for the summer of 2020. This includes improvements focused on teaching spaces and other spaces on the third floor of the Winnetka campus, renovating half of that floor to match what has been done in the newer section, such as furniture, technology and classroom size. The work would also include improving the Northfield campus library as well as mechanical improvements, such as roofs and security and environmental updates at both campuses. The project budget is \$12.4 million, the budget approved tonight contains funds for the FY 2020 portion of the work. The project has been discussed in multiple meetings of the Facilities Steering Committee, as well as at the August Board Meeting. The approval tonight will allow the District to move the design process forward as well as bring bids to the Board later this winter. Mr. Johnson then invited any questions or comments from the Board.

Ms. Ducommun moved, and Dr. Glucksman seconded, the motion to approve the Summer 2020 Facilities Projects, as presented. Upon a roll call vote being taken, the members voted as follows:

AYE: Ms. Ducommun, Dr. Glucksman, Ms. Hahn, Mr. McLane, Mr. Robitaille, Mr. Dronen, Ms. Albrecht

NAY: none

The motion passed.

E. First Reading – Resolution in Support of Economic Development in Partnership with Schools

Mr. Johnson presented the first reading of the Resolution in Support of Economic Development in Partnership with Schools. New Trier is part of a vibrant community that thrives when there are strong residential, retail and business opportunities, all of which contribute to healthy schools. The Policy Committee has reviewed a resolution prepared by the District's attorney that encourages municipalities to seek ways to maintain this vibrancy in ways that do not have a detrimental impact on taxpayers, such as TIFs (Tax Increment Financing). TIFs can constrain new property revenue, a key part of the District avoiding referendum for the past fifteen years. They also, in effect, raise New

Trier's tax rate on property outside the TIF zone. This resolution encourages collaboration between the municipalities and the school district before economic development incentives that impact the school district occur, so that reasonable solutions that minimize the impact to the District can be collaboratively developed in conjunction with the municipalities. Mr. Johnson then invited any comments or questions.

Dr. Sally encouraged the members of the Policy committee to share their thoughts. Ms. Hahn shared that the resolution was modeled after a similar resolution from another school. The focus was to let it be known to other communities that New Trier would like to be involved in the process early on and consider other means of improving their communities instead of a TIF.

Mr. Robitaille noted that he was in favor of this, but thought the proposed resolution was too broad. He inquired as to the thinking behind making this broader than just a position on TIFs. Ms. Hahn responded that by referencing the Illinois Association of School Boards' (IASB) position on this the intent was to signal that this is not uniquely a New Trier position. Dr. Sally added that the seven statements listed are really the statement of position with background as noted by Ms. Hahn. Mr. Robitaille shared additional thoughts including what this might capture or what it is seeking to defend against. In response to Mr. Robitaille's comments, Mr. Johnson stated that examples of other types of incentives could be provided.

Dr. Glucksman added that the Committee's core thoughts were TIF-centric and echoed Ms. Hahn's explanation.

Ms. Albrecht had similar thoughts to Mr. Robitaille, particularly with resolutions number three and four being very broad. Discussion continued with Ms. Ducommun giving an example of a reduction in tax revenue and noted she was fine with the statements being broad.

Mr. McLane added another option that the District could explore and that would be to engage with the villages and vet it with villages managers and presidents. Dr. Glucksman noted the positive wording of supporting economic development, with the last TIF, the issue was that there was not a partnership, particularly with the school districts. It is meant to encourage partnership in economic development rather than unilateral decisions. Discussion continued among several Board members on this topic.

Ms. Albrecht shared that the Board's platform has been that if one community has a TIF, it affects all taxpayers in the other communities. Dr. Sally noted that one of the whereas conditions addresses that and led to the resolutions. He then stepped through each of the proposed seven resolutions. He confirmed with Mr. Robitaille that his concern about were in regards to numbers 3 and 4. Mr. Johnson noted that both items could go back to the Policy Committee to talk through what it means as well as determine examples. Discussion continued with Ms. Hahn noting that she thought the Committee wanted to remove the wording "without the approval" in number five, to which Mr. Johnson agreed the Committee had discussed softening the language. Ms. Albrecht shared additional thoughts. Mr. Johnson went on to speak about the various types of economic incentives a community could offer, some of which would not impact the school. The District's focus is only on those that would impact its revenue or shift the tax burden. In response, Mr. Robitaille gave the example of a village turning a revenue producing property into a park, the resolutions would say that the District opposes that and it does not seem like the Board's purview to which Mr. Johnson responded. Dr. Sally shared that there may be a way to emphasize a partnership noting that while the District may not have authority in some of these cases, it would like to be in partnership. Ms. Albrecht noted that the statement should be tailored to New Trier.

Dr. Sally confirmed under the "therefore, be it resolved" that statement numbers three, four and five needed further discussion and review by the Policy Committee. Dr. Glucksman inquired as to what the issue was with number five to which Mr. Robitaille responded that it was the mention of other economic incentives; Mr. Johnson also explained the issue further. Ms. Ducommun asked for clarification on the problem with number three to which Mr. Robitaille noted that he did not know all the scenarios it would capture and there may be unintended consequences because it is so broad. Discussion was then had between multiple members about possibly combining numbers three and four as well as wording. The topic of access to property taxes ensued with Ms. Hahn sharing her thoughts, with Mr. Johnson noting Ms. Hahn's distinction while also reminding the group that the two statements in question are focusing on business incentives. Discussion then continued around Mr. Johnson's comments with members noting that the statement should be more explicit in regards to the incentives.

Discussion then moved to why the decision was made to go beyond a statement on TIFs. Dr. Glucksman noted that the consensus of the table was to focus on TIFs and if something else arises, another resolution could be created. Mr.

Johnson stated that he would like to obtain more examples of current and future economic development tools other than TIF that may impact the District's property tax revenue. Dr. Glucksman noted that the focus was to be proactive and anticipate things you cannot anticipate, Mr. Robitaille responded that he is open to examples. Mr. Johnson noted that the statements should be clear that it is business related. Ms. Albrecht noted about shifting the burden where one community pays for another's economic development tools. Ms. Ducommun then mentioned that it is not telling a community they cannot do this, but that the District opposes it; she also liked the distinction of economics. Mr. McLane commented that village managers will understand what is being indicated, even if the resolution is narrow. Dr. Sally thanked members for their comments and Ms. Ducommun thanked the Policy Committee for their work.

VIII. **Consent Agenda**

- Bill List for the Period, August 1 – 31, 2019
- Personnel Report (Appointment, Change of Status, Leave of Absence, Resignation, Retirements and Stipends)
- ISBE Compensation Report
- Resolution Authorizing Prompt Payment of Bills

Dr. Sally noted that the data sharing agreement with Oakton Community College would be delayed until the October meeting and more information will be provided for the Board at that time. Ms. Albrecht asked if any Board Members would like to remove items from the Consent Agenda for separate discussion. No one chose to do so. Ms. Ducommun moved that the Board of Education approve the Consent Agenda, which includes: Bill List for the Period, August 1 – 31, 2019; Personnel Report (Appointment, Change of Status, Leave of Absence, Resignation, Retirements and Stipends); ISBE Compensation Report; and the adoption of the Resolution Authorizing Prompt Payment of Bills. Dr. Glucksman seconded the amended motion. Upon a roll call vote being taken, the members voted as follows:

AYE: Dr. Glucksman, Ms. Hahn, Mr. McLane, Mr. Robitaille, Mr. Dronen, Ms. Ducommun, Ms. Albrecht

NAY: none

The motion passed.

IX. **Board Member Reports**

Mr. McLane noted that the **Facilities Steering Committee** is a group that is looking ahead in a thoughtful way to the pieces that need to be done in order to get both campuses up to where they should be in terms of capital improvements.

Ms. Ducommun noted that the **Fine Arts Association** and the **Parents' Association** are both off to a great start. Ms. Betsy Moerschel, president of the Fine Arts Association, reviewed the main roles of the group during the meeting. Ms. Ducommun then shared those with the Board. The Fine Arts Association raises money that provides financial assistance to students for music, theatre, speech and debate trips as well as provide summer scholarships so a student can pursue their interests such as a speech or theatre camp. Additionally, faculty and staff can make grant requests for extra funding for programming. Ms. Ducommun noted that it is a vital role that they play in Fine Arts at New Trier.

Mr. Dronen mentioned that Dr. Panopoulos shared about the barbeque with the **Special Education Parents' Group**.

On August 28th, Mr. Dronen attended the **NSSD Leadership Council**. One main topic of discussion was declining enrollment. This is mainly due to district's withdrawing and providing services in-house. A consultant has been hired to do a financial study for NSSD. It will focus on developing a sustainable, equitable and flexible financial model that provides affordable access to services, examine the current funding models, examine funding models in other cooperatives, develop alternative models, and lastly, develop a final recommendation which will be shared in either December or January. It is anticipated that part of the final recommendation will be membership and non-membership fee increases. While New Trier does have in-house services, the District also utilizes services from NSSD. The next meeting is October 2nd.

Mr. Dronen shared a few points on the **Facilities Steering Committee**. He was able to see first-hand the issues that have been discussed regarding facilities such as program deficiencies, antiquated fitness and strength facilities, not

enough space to hold guests at an event, no air conditioning, old heating, ADA issues, inadequate space for Kinetic Wellness classes, that the Gates Gym does not accommodate multiple volleyball courts and lack of meeting spaces. The committee will continue to look into these issues in order to find solutions.

The **Legal Subcommittee** met on August 27th where they interviewed three law firms. This was the fourth meeting of the group and a lot of good work has come from it. The purpose and scope of the committee was to understand better how the District uses its legal services, historical legal costs, legal rates compared to other districts and issues regarding insurance coverage for some special education matters. New Trier compares very favorable when looking at costs when comparing like-wise districts. A draft of legal guidelines is also in development. The Board will receive more updates on pending legal matters.

A **subcommittee of the New Trier Educational Foundation** met on September 11th and reviewed potential projects that could be funded. Mr. Dronen mentioned that tickets are still available for dinner for the golf outing on September 23rd.

Ms. Hahn attended the **Booster Club** meeting on September 10th. She noted they are an enthusiastic and active group. They have more than enough volunteers for the different activities which President, Mr. Doug Ackerman, is pleased about. Ms. Hahn shared the Booster Club's primary roles, one of which is as a fund raiser. They do short-term fundraising in order to fulfill requests from coaches for uniforms or equipment. They also do longer-term capital projects such as the turf field. As the 15-year facilities plan includes athletic needs, they are excited to partner with New Trier on those projects. They currently have 600 members with a goal this year of reaching 1,000 members. They have raised about \$94,000 in dues based on current memberships. They also provide student programming through intramurals. Currently, golf and tennis are occurring, while basketball and volleyball will take place during the winter months, followed by soccer and other sports in the spring. Ms. Hahn noted they are a great group to work with and she also happily noted that in several of their reports, they spoke very positively of their interactions with District staff from PPS to administration to faculty to advisers. It is a good partnership and Ms. Hahn noted the Booster Club's appreciation for the contributions of the school to their efforts.

Ms. Hahn also noted her participation in the **Beyond Diversity** program that New Trier hosted. It was an impactful and powerful program. She encouraged those who have not participated in the workshop to do so as it can change the way one looks at their surroundings. It is very important work that everyone should be involved in and she thanked the school for hosting.

X. Calendar of Events & Board Members' Requests for Staff Research and Future Agenda Items

Calendar of Events: Dr. Sally highlighted the following dates:

- Typically, at the September meeting, Lagniappe performs, however, they are in dress rehearsal and unable to attend the Board Meeting. Performances will take place on Wednesday, Thursday and Friday and Dr. Sally encouraged attendance.
- The Golf Outing for the New Trier Educational Foundation will be Monday.
- September 30th there is no school due to Rosh Hashanah.
- However, there is a Special Meeting for the Board on the evening of September 30th with IASB and Ms. Dee Molinare, Field Services Director. Mr. Robitaille inquired how long the meeting might last, to which Dr. Sally responded.
- On Wednesday, October 9th there is no school due to Yom Kippur and Fall Break. There is also no school on Thursday, October 10th and Friday, October 11th due to Fall Break. This will be a nice opportunity for family time as well as college visits and applications for older students.
- The next Board Meeting is Monday, October 21st.

Mr. Robitaille inquired if that is when the Board will receive the college report from the previous year, to which Dr. Sally replied that it is usually presented in December.

Ms. Albrecht noted that there was an error on the October calendar. There is no Board Meeting on October 28th. Dr. Sally noted that the calendar would be updated.

Ms. Ducommun commented that she would like to see the PAES classroom that Dr. Panopoulos noted earlier. She mentioned that in the past, Board Members would attend a day of classes. She wanted to make sure that Mr. McLane and Ms. Hahn had that option. Dr. Sally remarked that he will reach out to Board members and a day can be

scheduled if one is interested. He thanked Ms. Ducommun for the idea.

There were no requests for Staff Research and Future Agenda Items.

XI. ADJOURNMENT

Ms. Hahn moved and Mr. McLane seconded the motion to adjourn. Upon a voice vote being taken, all members indicated they were in favor.

The meeting adjourned at 8:48 p.m.

Respectfully submitted,

Lindsey Ruston, Secretary

Cathleen Albrecht, President