

NEW TRIER TOWNSHIP HIGH SCHOOL DISTRICT 203
SPECIAL MEETING OF THE BOARD OF EDUCATION
August 30, 2011
New Trier Township High School
7 Happ Road, Room C234
Northfield, IL 60093

A **Special 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, Room C234 on Tuesday, August 30, 2011 at 6:00 p.m.

Members Present

Mr. John Myefski, President
Ms. Carol F. Ducommun, Vice President
Mr. Alan Dolinko
Mr. Peter Fischer
Ms. Lori Goldstein
Mr. F. Malcolm Harris
Mr. Patrick O'Donoghue

Administrator Present

Dr. Linda L. Yonke, Superintendent
Mr. Donald Goers, Associate Superintendent
Mr. Timothy Hayes, Assistant Superintendent
for Student Services
Mr. Paul Sally, Assistant Superintendent
for Curriculum & Instruction

Also Present

Ms. Laurel Burman, Director of Special Education; Ms. Niki Dizon, Director of Communications; Mr. George Sanders, Director of Human Resources; Mr. Christopher Johnson, Director of Technology; Mr. Martin Laffey, President NTEA, Mathematics Department; Mr. Terry Phillips, Mathematics Department; Mr. John Huston, Chicago Tribune; Ms. Marcia Oley; and members of the Community.

CALL TO ORDER

Mr. Myefski called the Special Meeting of the Board of Education to order at 6:00 p.m. All Board members were present. He reviewed the procedure for citizens to share their concerns and comments and welcomed everyone to the open session meeting.

I. Communications.

Mr. Myefski asked if anyone wished to come forward with comments or concerns. No one wished to speak.

II. Personnel Report

Dr. Linda Yonke reviewed the Personnel Report which included the hiring of one part-time teacher and two support staff. Mr. Dolinko moved and Mr. Harris seconded the motion to approve the Personnel Report as presented. Upon a roll call vote being taken, the members voted as follows:

AYE: Ms. Ducommun, Mr. Fischer, Ms. Goldstein, Mr. Harris, Mr. O'Donoghue, Mr. Dolinko
Mr. Myefski

NAY: None.

The motion passed unanimously.

III. New Trier Twp, High School Education Association Contract

Mr. Don Goers presented a summary report of the changes to the Agreement with the New Trier Education Association. It is a two-year Agreement which is effective with the first day of the 2011-12 School Year. Mr. Goers noted that discussions began in January and continued through the end of May. Mediation began at the end of June and tentative agreement was reached on August 18. Mr. Goers briefly reviewed some of the items of the Agreement which included supervision & evaluation; explanation of scales and salary schedules; and insurance benefits. For supervision and evaluation, the Agreement has added the four-rating system related to the Illinois Education Reform Act and created a new Side Letter to implement the processes and forms

necessary to incorporate the system and comply with state law. With regard to salary schedules in the first year of the contract, the 2011-12 base salary increases 1.2% with an overall increase of 3.5% including step. This includes increasing the work calendar from 180 days to 181 days (valued at 0.55% of the total salary increase). In the second year, the 2012-13 base salary increases 1.3% with an overall increase of 3.5% including step. This also includes increasing the work calendar by another day, from 181 days to 182 days (valued at 0.55% of the salary increase).

Changes in Insurance Benefits added a high deductible health plan option with contributions to a Health Savings Account in the second year, and a goal to promote staff to movement to a lower cost plan. The overall impact on the Budget is positive, as the 3.5% Agreement increase is lower than the place-holder currently in the Tentative 2011-12 Budget.

Mr. Dolinko, who was on the Administration negotiating team, provided his perspective on the 2011-13 Agreement. He thanked all those involved with both negotiating teams and commended them for their hard but fair bargaining. He noted that the Administration team was focused on the imperatives of the recent

Community Survey. The most important priority expressed in the survey was to attract and retain the highest quality teachers and secondly to be as fiscally responsible as possible. Mr. Dolinko felt that this settlement was true to both. He pointed out that it is the most modest salary increase in at least 20 years. His noted additional highlights were the high deductible insurance offering; revising the evaluation system and teacher performance reviews; and that financially, this is under the Tentative Budget placeholder which will help postpone any tax rate referendums.

Mr. Harris, also on the Administration's negotiating team noted that this agreement was a balance for three constituencies – taxpayers, teachers and students. He noted that teachers are the District's most important asset and that this Agreement came about with their cooperation. Mr. Harris emphasized that the additional two instructional days will be a permanent change to the school year calendar.

Mr. Fischer highlighted that this Agreement was a reasonable compromise for both sides. It is being responsible to taxpayers and places a high value on great teachers. At the time of the ratification of the last contract, June 11, 2007 no one knew of the impending downturn in the economy. The District made adjustments with cost cutting measures including a freeze on administration salaries. The new projections in the Budget will now show favorably for the 4.5 month reserves mandated by Board policy. Mr. Fischer also commended the additional two days to the school calendar year, noting it is a modest start in the right direction.

Ms. Goldstein also praised the negotiating teams for their spirit of cooperation in settling on a fair and reasonable agreement. She noted particular areas addressed in the contract that added to the positive outcome, which included the two extra school days; policies on tenure and job evaluation; and the addition of the Assistant Superintendent for Student Services to the Professional Evaluation Committee.

Ms. Ducommun stated that she was comfortable with the settlement noting that step increases were important to recognize the expertise teachers gain from year to year, to the benefit of the students. She noted the difficulty in structuring an agreement that would include both step movement and CPI.

Mr. O'Donoghue expressed concern over the existent high salaries of New Trier teachers, not believing it is the salaries that attracts them to the school. Mr. O'Donoghue would prefer to tie the teacher raises to the Consumer Price Index (CPI) as the District's tax revenues are limited by the CPI. He also noted he was glad to see the inclusion of supervision and evaluation in the Agreement in compliance with Senate Bill 7; however, he felt that further review of the retirement package would be appropriate to bring expenditures down.

Mr. Myefski thanked the Administration's and Teacher's negotiating teams for their efforts on behalf of the New Trier High School District. He noted that the District has been able to retain quality teachers but pointed out the importance of maintaining that trend. He stated that the District is in a very solid financial position as it moves forward. Mr. Myefski also highlighted the importance of the two additional instructional days.

Dr. Yonke noted there is a merit pay system already built into the faculty salary schedule and that recruitment of quality teachers is not always a given with the competitive high school districts of our area.

Mr. Fischer moved that the Board approve the Agreement between the New Trier Township High School District 203 Board of Education and the New Trier Township Education Association as presented. Mr. Dolinko seconded the motion. Upon a roll call vote being taken, the members voted as follows:

AYE: Mr. Fischer, Ms. Goldstein, Mr. Harris, Mr. Dolinko, Ms. Ducommun, Mr. Myefski

NAY: Mr. O'Donoghue

The motion passed.

Dr. Yonke noted that the additional school day for the first year of the contract will be June 8, 2012. A new 2011-12 School Year Calendar will be published after approval by the Board in September.

ADJOURN

Mr. Dolinko moved that the Special Meeting be adjourned. Ms. Goldstein seconded the motion. Upon a voice vote being taken, all Board members were in favor.

The motion carried and the Special Meeting adjourned at 6:51 p.m.

Respectfully submitted,

Lou Anne Kelly, Secretary

John Myefski, President