

**NEW TRIER TOWNSHIP HIGH SCHOOL DISTRICT 203**  
**SPECIAL MEETING OF THE BOARD OF EDUCATION**  
September 30, 2013  
**New Trier Township High School**  
**7 Happ Road, Room C234**  
**Northfield, IL 60093**  
**Open Session – 6:00 p.m.**

A **Special Workshop Meeting** of the Board of Education of New Trier Township High School District 203, 7 Happ Road, Room C234, Monday, September 30, 2013 at 6:00 p.m.

**Members Present**

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

**Administrator Present**

Dr. Linda L. Yonke, Superintendent  
Ms. Cheryl Witham, Assistant Superintendent  
for Finance & Operations  
Mr. Paul Sally, Assistant Superintendent  
for Curriculum & Instruction  
Mr. Timothy Hayes, Assistant Superintendent  
for Student Services  
Ms. Denise Hibbard, Principal Winnetka Campus  
Mr. Paul Waechtler, Principal Northfield Campus

**Also Present**

Members of the administration, faculty, community and press.

**CALL TO ORDER**

Mr. Dolinko called the Special Meeting to order at 6:03 p.m. Roll call was taken. All members were present. He reviewed the Special Meeting agenda and requested a motion to move to Closed Session. Mr. Fischer moved and Mr. Harris seconded the motion that the Board adjourns to closed session for the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity; and that the Board adjourns to closed session for the purpose of discussing the collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees; and that the Board adjourns to closed session for the purpose of discussing student disciplinary cases.

Upon a roll call vote being taken, the members voted as follows:

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

NAY: None

The motion passed unanimously.

**Adjournment to Closed Session – 6:08 p.m.**

**I. Closed Session – 6:00pm — A201A**

The Closed Session meeting adjourned at 6:57 p.m.

**BUSINESS MEETING**

**Re-Convene to Open Session – 7:00 p.m. – C234**

Mr. Dolinko reconvened the Special Meeting to Open Session at 7:05 p.m. All Board members were present. Mr. Dolinko welcomed those in attendance to the Special Meeting of the Board to take up the single agenda item of the Tentative Contract Agreement with the Education Association. He reviewed the process for the meeting, noting that there would be a PowerPoint presentation on the tentative agreement followed by Public Comment and then Board Discussion. He announced that if anyone wished to address the Board during the Citizens' Comments portion of the agenda, he or she needed to fill out a yellow Communications Request Form found on the table at the back of the room and pass it up to the Board table. After the Board has discussed the Agreement, the Board will move to vote on the New Trier Education Association Contract.

## **II. Presentation on Tentative Agreement**

Mr. Dolinko used a Power Point presentation to review changes made to the Agreement between the Board and the Education Association. He noted that the Board's primary goals and objectives as a result of negotiations were to continue to attract and retain high quality teachers and to reach an agreement that is fiscally responsible. The three-year contract will increase the base salary by 1.5% the first year and 1.0% each of the next two years. Additionally, step increases will add approximately 2.11% the first year, 1.94% the second year and 1.79% the third. Other negotiated areas include a \$1,000 bonus for teachers who have been frozen at the top of the salary schedule for one or more years; a reduction in the District's benefits costs by eliminating a 1.0% pre-retirement salary increase in the fifth year before retirement; a reduction in the District's health insurance premium reimbursement obligations to retired teachers by one year; and a shifting of some costs to teachers who choose the District's most expensive health insurance plan. Mr. Dolinko concluded by saying that this agreement keeps the teachers competitive with their peers while continuing to address the long range Board objectives of aligning revenues with operating expenses. The current fiscal year budget reflects the terms of this agreement and projects a small operating surplus. He noted the 2003 Board commitment to not present a new education fund referendum for a minimum of five years. It has been ten years since that commitment was made, and the Board continues to support that objective with this contract. The Board anticipates being able to run balanced operating budgets for at least the next five years.

## **III. Communications**

Mr. Dolinko invited members of the Community to share their comments with the Board. No one came forward to speak.

## **IV. Board Discussion**

Mr. Dolinko invited Board members to share their thoughts on the Tentative Agreement. Each Board member spoke about the proposed new contract. Members weighed in on the tentative contract, thanking the negotiating team participants and voicing their support while expressing some concerns. Most Board members expressed agreement with the objectives of the bargaining process and indicated they would vote to approve the contract. Some members expressed concern about the impact on the District's financial position with respect to the cost of insurance benefits and salary increases prior to retirement. Mr. Dolinko spoke last, noting his strong support for the contract, and while understanding the financial limitations faced by public schools, he indicated that attracting and retaining quality teachers is what school is all about. He concluded the discussions by stating that he felt this is a fair and reasonable contract for both the District and the teachers.

## **V. New Trier Township High School Education Association Contract**

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

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

NAY: Mr. O'Donoghue

The motion passed.

Mr. Dolinko thanked the many people involved on both negotiating teams, acknowledging the hours of effort for the mutual benefit of the District and the Association.

## **VI. Adjourn**

Mr. O'Donoghue moved to adjourn the meeting. Ms. Goldstein seconded the motion. Upon a voice vote being taken, all voted in favor. The motion passed unanimously.

Mr. Dolinko adjourned the meeting at 8:10 p.m.

Respectfully submitted,

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Lou Anne Kelly, Secretary

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Alan R. Dolinko, President