

**NEW TRIER TOWNSHIP HIGH SCHOOL DISTRICT 203  
REGULAR MEETING OF THE BOARD OF EDUCATION**

**January 22, 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 Tuesday, January 22, 2019 at 7:00 p.m.

**Members Present**

Ms. Cathy Albrecht, Vice President  
Mr. Keith Dronen  
Dr. Marc Glucksman  
Ms. Lori Goldstein  
Mr. Greg Robitaille, President

**Administrators Present**

Dr. Paul Sally, Superintendent  
Dr. Timothy Hayes, Assistant Superintendent for Student Services  
Mr. Christopher Johnson, Assistant Superintendent for Finance & Operations  
Ms. 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

**Members Absent**

Ms. Carol Ducommun and Mr. Patrick O'Donoghue

**Also Present**

Mr. Myron Spiwak, Business Services Director; Mr. George Sanders, Director of Human Resources; Ms. Gail Gamrath, Assistant Principal of the Northfield Campus; Mr. Scott Williams, Assistant Principal for Student Services, Winnetka Campus; Ms. Niki Dizon, Director of Communications; Ms. Athena Arvanitis, Assistant Principal for Student Programs and Operations; Dr. Chimille Dillard, Director of Curriculum and Instruction; Mr. Mike Lee, Assistant Principal for Administrative Services; Dr. Stephanie Helfand, Chief Technology Officer; Mr. Ed Zwirner, English Department Coordinator and New Trier Educational Association President-Elect; Ms. Hilerre Kirsch, Media, Speech and Theatre Interim Department Chair; Ms. Katherine Linsenmeier, Mathematics Department faculty; Ms. Amy Branahl, Music Department Faculty; Mr. Paul Moretta, Athletic Department Coordinator and New Trier Educational Association President; Ms. Katie Kritek, Kinetic Wellness Department Faculty; Ms. Laurie Goldstein, member of HEROS; Mr. Perron Thurston, member of HEROS; Mr. Alan Hatchett, member of HEROS; Dr. Linda Hanson, Strategic Planning consultant; 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 – 5:30 p.m. – Rm. C234**

Mr. Robitaille called the Regular Meeting of January 22, 2019 of the Board of Education to order at 5:33 p.m. in Room C234. Roll call was taken and all members were present except for Ms. Ducommun and Mr. O'Donoghue. Mr. Robitaille asked for a motion to move to Closed Session. Dr. Glucksman moved that the Board adjourn to Closed Session for the purpose of 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; security procedures and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property; discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. Ms. Albrecht seconded the motion. Upon a roll call vote being taken, the members voted as follows:

AYE: Mr. Dronen, Dr. Glucksman, Ms. Goldstein, Ms. Albrecht, Mr. Robitaille

NAY: none.

ABSENT: Ms. Ducommun and Mr. O'Donoghue

The motion passed.

**II. CLOSED SESSION – 5:30 p.m. – Rm. A201A**

### **III. BUSINESS MEETING**

#### **Open Session – 7:00 p.m. – C234**

Mr. Robitaille called to order the Open Session, Regular Business Meeting of the New Trier High School Board of Education of January 22, 2019, at 7:03 p.m. All members were present except for Ms. Ducommun and Mr. O'Donoghue.

### **IV. Minutes**

Mr. Robitaille asked for any comments or adjustments on the Minutes for the Regular Meeting on November 19, 2018 (open and closed session) and the Minutes for the Regular Meeting on December 17, 2018 (open and closed session). There were no comments or requests for changes to the minutes. Mr. Dronen moved and Ms. Goldstein seconded, the motion to approve the minutes of the Regular Meeting of November 19, 2018 (open and closed session) and the Regular Meeting of December 17, 2018 (open and closed session). Upon a roll call vote being taken, the members voted as follows:

AYE: Ms. Goldstein, Ms. Albrecht, Mr. Dronen, Dr. Glucksman, Mr. Robitaille

NAY: none

ABSENT: Ms. Ducommun and Mr. O'Donoghue

The motion passed.

### **V. Communications**

Mr. Robitaille 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. Laurie Goldstein, a New Trier parent and member of the HEROS group, shared her viewpoints about the need for more pro-justice, anti-racist curriculum at New Trier in order to better prepare students for the world they will enter after high school. Mr. Robitaille thanked Ms. Goldstein for her comments. Mr. Perron Thurston, a New Trier parent and member of the HEROs group, encouraged a partnership between the HEROs group and New Trier particularly in regards to the strategic plan. He urged for a better, more emotionally safe and equitable environment not only for those who are underrepresented, but also those who are well represented, as racism affects everyone. He sees this as an opportunity for New Trier to lead by example. Mr. Robitaille thanked Mr. Thurston for his comments. The final person to address the Board was Mr. Alan Hatchett. Mr. Hatchett is a resident, who will have children at New Trier and is also a member of the HEROS group. Mr. Hatchett thanked the Board and Administration for their work on the Strategic Plan and offered HEROS' help in moving forward with the work that needs to be done. He noted that while the work may be uncomfortable, it is needed and, in ten years, at the end of this journey, the hope is that one can look back and see the progress that has been made. Mr. Robitaille thanked Mr. Hatchett for his comments and noted that New Trier has an ongoing dialogue with the group and is committed to the journey.

### **VI. Special Orders of Business**

#### **A. Report from Campus Principals**

Mr. Paul Waechtler, Principal of the Northfield Campus, shared information and events happening at the freshman campus, which included:

- The Northfield Student Art Exhibit took place in the B lounge and all art classes at Northfield participated. The exhibit is an accumulation of students' first semester work. It was a great display of talent and creativity from all classes.
- The Northfield Dance Ensemble, which took place on December 19<sup>th</sup> is a no cut opportunity for freshman through seniors. One highlight was the Junior High Workshop, which was held for the first time. New Trier dancers worked with twenty middle school students and taught them a choreographed dance for the evening performance.
- Work continues on welcoming the Class of 2023. Mr. Waechtler thanked Ms. Lori Worth, 8<sup>th</sup> grade transition coordinator, Ms. Gail Gamrath, assistant principal at the Northfield campus, and all department leaders for their work.
- Final Exams are taking place at the Northfield Campus on January 23<sup>rd</sup>, 24<sup>th</sup> and 25<sup>th</sup>.
- Sculptures have been returned from the Winnetka campus and are located just outside the C building and in front of the Cornog Auditorium. These sculptures were originally given as gifts to the Northfield campus.

- Mr. Waechtler also noted the power outage on the evening of January 7<sup>th</sup>. He thanked Mr. Dave Conway, Director of Physical Plant Services, and Mr. Conway's PPS staff for their work through the night to ensure that the systems were ready for school the next day.

Mrs. Denise Dubravec, Principal of the Winnetka Campus, shared the student events and programs at the Winnetka Campus, which included:

- There has been more student, parent and staff participation in All-School Forum. At the last meeting, the student suggested topic was to help leaders understand how students access their instructional materials and resources using different platforms. Dr. Stephanie Helfand, Chief Technology Officer, and her team attended. Valuable feedback was gathered from the students.
- Final exams are coming up.
- The 36<sup>th</sup> Annual Frank Mantooth Jazz Festival will be held on Saturday, February 2<sup>nd</sup>. The event is sold out. There are 33 schools visiting from five different states.
- The GAP Fair will be held on Saturday, January 26<sup>th</sup>. It is one of the largest GAP Fairs in the country. Over fifty programs will share information about GAP year opportunities.
- The winter dance, Trevapalooza, will take place on Saturday, February 9<sup>th</sup>.
- Mr. Jason Boumstein, Applied Arts Department Chair, was nominated by the Career and Technical Education (CTE) Education Director as an Exemplary CTE Teacher in the region. He is invited to participate in a conference on February 14<sup>th</sup> and 15<sup>th</sup> to engage in discussions about New Trier's STEM practices.
- On February 1<sup>st</sup> in the Gates Gym, the Athletic Department will honor its first class of eight inductees into the Athletic Department Hall of Honor.
- Mr. Waechtler and Mrs. Dubravec are working on the spring parent newsletter. The theme will be Living the Motto, particularly the service component of the motto. It will include stories from staff, students, alumni and parents. Mrs. Dubravec highlighted an article written by Ms. Niki Dizon, Director of Communications, about New Trier's SWEETS Club – Society of Women in Engineering, Entrepreneurship, Technology and Science. The club has been working with students from the city as well as from Kenilworth on "Science Saturdays." Ms. Josie Elbert, Science Department faculty, is the sponsor. Mrs. Dubravec noted that this is one way that New Trier students live the motto.

### **FOIA Report**

Mr. Chris Johnson, Assistant Superintendent for Finance and Operations, noted that there were two FOIA requests received since the last Board of Education Regular meeting. Both requests have been closed.

They were:

- Information about law firms utilized by the school district.
- Payment records related to a construction project.

### **B. Approval of New Trier 2030 Strategic Plan**

Dr. Paul Sally presented the Board on the strategic plan. His presentation focused on the frameworks, core values, goals and the annual planning process. Dr. Sally thanked the community, staff and the Board for all their work. He also thanked Ms. Niki Dizon for her work on the New Trier 2030 booklet that outlines the plan. Dr. Sally went through each framework and their respective goals. He also discussed, in detail, a model of how to manage complex change. He walked through a sample of a goal where one part of the main goal is selected, from there a sub-goal is determined for the annual plan, a strategy is then put in place with action steps to support it. Finally, the outcome is delivered via a report or through professional development, for example. Dr. Sally mentioned that as April approaches, leaders will figure out how the pieces of the prioritized goals fit together to be a successful plan for the 2019-2020 school year. This will then tie into Dr. Sally's goals as Superintendent. Dr. Sally then spoke about strategy development and the connection to managing complex change. He offered final thoughts pertaining to the capacity and bandwidth for change, the goals not addressed in 2019-2020, and the other work that will move the institution towards its goals, even that not related to the strategic plan.

Dr. Linda Hanson, strategic plan consultant, also offered final thoughts on the process. She thanked the Board for the opportunity to work with the District and recapped the people, events and committees involved in phase one of the plan. As the second phase begins, the roles of certain groups will change, for instance, the planning committee will no longer meet as their work is complete, while the framework committees may be reconstructed based on the goals that have been determined. Dr. Hanson noted that the Board's role will change as well. Once they approve the plan, in terms of strategies, the Board should be in conversation about them, but the strategies should not be formally approved by the Board, though it is possible that the work that comes from the strategies may require Board

approval, while other work would not. She went on to give examples of this. The Board will remain highly engaged with the annual goals of the plan through the Superintendent's goals and evaluation, but there should also be an annual evaluation of the success of the strategic plan. This plan was designed to be the foundation that will hold the District in a planning and continuous improvement mode through 2030. Dr. Hanson once again thanked everyone for their work. Dr. Sally thanked Dr. Hanson for her mentorship and help throughout the process, noting it was invaluable and the product reflects the partnership that formed between the two of them as they moved through the process. Finally, Dr. Sally quoted Mr. Bill Gates by stating that he does not want to overestimate the work that will be done in the first two years, but not underestimate what this will look like in ten years. Dr. Sally then encouraged questions and comments from the Board, noting that they would be voting on the approval of the frameworks, core values, and annual planning process that have been discussed.

Mr. Dronen commented that it was a job well done. He went on to reiterate what he mentioned at the December Board meeting, that there is a lot of work given the amount of goals. He wanted to confirm that if the work of a goal is not completed in one year, that goal would carry over to the following year. Dr. Sally responded that the goals are 2030 goals and his hope is that Strategic Plan booklet remains while the annual insert changes in terms of the strategies and what will be produced that particular year. Mr. Dronen also noted that from a Board member's perspective he would like to see the work go deep on the goals selected versus simply checking them off. Finally, Mr. Dronen inquired as to how Dr. Sally plans to address the concerns of the HEROS group with the strategic plan. Dr. Sally responded that many of the framework groups may work on the issues brought forward by the group and that the District is very focused on those concerns. There have been several meetings with the group with discussion centering around where each entity sees this partnership going. The equity goal is an important one in the Culture, Climate, and Equity framework, but the strategies that will be in place for this work are yet to be determined as leaders work to establish how resources will come together. Dr. Hayes commented that he thought each framework had an element that focuses on the equity goal in order to ensure that New Trier is an emotionally, safe, equitable, just place for students to attend school. He highlighted each framework and the equity work throughout the entire strategic plan.

Ms. Goldstein noted the importance of the diversity piece and thanked the HEROS representatives for attending and noted that she and Dr. Hayes have met with the HEROS group and think it will be a good partnership. She noted that there will be a lot of overlap with the work of various frameworks and goals. Ms. Goldstein was glad to see that social-emotional learning is included and thought that bolsters the security discussions that have taken place, especially the importance of getting to know students and helping them to feel that they have support services. Overall, Ms. Goldstein thinks the plan is excellent and is proud of it. Although she will no longer be on the Board next year, she will continue to watch the progress being made as a community member.

Dr. Glucksman noted that it was amazing that the Board was approving an eleven-year plan that will last until 2030. He went on to say that if there is not complete buy-in, it will not work; he thought this was developed in tandem with the plan. He also mentioned that he liked the plasticity of the plan, there is continuous quality improvement and it evolves. He, too, noted the overlapping of the goals and concluded by saying it looks great.

Ms. Albrecht was excited to see the strategies and action plans. There is movement away from the lofty goals to items that are measurable. She looks forward to seeing how it fills out for this year.

Mr. Robitaille said that he liked this approach from the moment he heard it as many strategic plans, once developed, are put on a shelf and do not evolve or contain a large amount of audacious goals. This allows for the evolution of the priorities of the District, it also allows for changes that may occur in the District, in learning and in education broadly over the next eleven years. He is pleased with the foundation that was created and the flexibility that the foundation allows. He also likes that this work started with the motto and continues to support it. Mr. Robitaille went on to thank Dr. Hanson for her instrumental work. He also acknowledged the significant leadership provided by Dr. Sally, noting that the final product is something that everyone can be proud of, and that the plan will be the living embodiment of what New Trier does daily for the next decade to come.

Mr. Dronen moved and Ms. Goldstein seconded that the Board of Education approve the frameworks, goals, core values and annual planning process of the New Trier 2030 Strategic Plan as presented. Upon a roll call vote being taken, the members voted as follows:

AYE: Ms. Albrecht, Mr. Dronen, Dr. Glucksman, Ms. Goldstein, Mr. Robitaille

NAY: none

ABSENT: Ms. Ducommun, Mr. O'Donoghue

The motion passed.

### **C. Extra-Curricular Report – Student Personal Engagement, Growth, and Well-being**

Dr. Tim Hayes presented the Extra-Curricular Report – Student Personal Engagement, Growth, and Well-being. This report was created to consolidate reports from the extra-curricular leaders (Athletics, Student Activities and Performing Arts). Over the years, the report has become more detailed as additional data was included. With the adoption of the strategic plan, now seemed like an appropriate time to reconsider the report and in what ways it might provide information to help the school measure its work. That being said, Dr. Hayes noted that there are three frameworks that he thought the data in this report might help measure their progress: Student Personal Engagement, Growth, and Well-being; Community Engagement, Partnerships, and Governance; and Culture, Climate, and Equity.

Over the course of the years that Dr. Hayes has given this report, participation remains steady. Overall, 85-87% of New Trier students are involved in an extra-curricular activity. Almost half of New Trier students participate in Athletics. Student Activities have seen a slight increase in number of students participating, while there has been a decline in those students participating in Performing Arts. Dr. Hayes noted that the number has slowly fallen over the last three years. At this point, enough data has been collected to suggest a trend and require further examination into the decline. The data is disaggregated by grade level, gender, race/ethnicity, and special education status. From this, Dr. Hayes noted that the highest levels of participation come during freshman year and those levels slowly decline by senior year. In regards to race and ethnicity, students who identify as white participate at a higher rate than Students of Color with the exception of Student Activities and Performing Arts where students who identify as Asian participate at a higher rate. Students with Individualized Education Plans (IEPs) participate at a slightly lower rate than those without special education services. Dr. Hayes' report also looked at student participation in multiple areas with the most common combination for students being participation in a club and on an athletic team. Another highlight was that in each of the last four years, 100 students have participated in at least one opportunity in Athletics, Performing Arts and Student Activities in the same school year.

Over the past five years, the school has also gathered data regarding student participation in activities outside of New Trier. Last year, at least 223 students participated in an activity or job outside of school. Overall, at least 91% of New Trier students were engaged in some activity beyond the school day. That left about 9% of students who were not engaged in any activity beyond the school day, which Dr. Hayes noted was likely too high as it is possible some students were missed who do participate. Dr. Hayes took a closer look at those students who did not participate in any activity outside of school. They are students who are more likely to be male than female, seniors, Students of Color, and have an individualized education plan. It is a group of about 200 students and it is worth better understanding why these students choose not to participate in an activity beyond the school day. Dr. Hayes anticipates that the results will yield many different individual stories.

He went on to highlight other next steps with one of those being that although the report tells the school how many students engage, it does not reveal the benefits of that engagement. The assumption is made that this engagement is good for students, but the school has never formally asked. The Youth Risk Behavior Survey (YRBS) data is one area that could be cross-tabulated to better understand this. There is also interest in knowing why students choose to participate in our programs. Conversely, New Trier would like to further understand why students choose not to participate. Finally, the school would like to better understand the group of students who do not appear to participate in any activities beyond the school day. Dr. Hayes recommended starting with the sophomores in that group and speaking with their advisers to gain an initial understanding of their reasoning. Dr. Hayes then invited any questions.

Dr. Sally added a few comments pertaining to the transition of this report and the further data gathering from the group of sophomore students who are not engaged in an activity beyond the school day. Dr. Sally noted that a case study approach will allow the school to do a deep dive into a set of students who are not engaging. According to Dr. Sally, that alone is not a problem, but if there is a reason for their lack of engagement that the school can work to remedy, it should.

Dr. Glucksman inquired if Dr. Hayes has seen any correlations, for instance, since some of the data is sourced from the YRBS, regarding the cohort of 9% of students who are not doing anything extra-curricularly. Dr. Hayes

responded that the YRBS data will allow him to compare trends from different groups such as what student athletes are doing and then what that group is doing in terms of their responses on the YRBS. The YRBS, however, is anonymous, so while data cannot be tied back to a particular student, it will provide some general, big picture information. Dr. Glucksman clarified that Dr. Hayes could look at the cohort, to which Dr. Hayes agreed. Dr. Hayes shared further thoughts about the high participation rate of the YRBS and the accuracy of the extra-curricular reporting, but noted there is less accuracy when asking students about their activities beyond New Trier.

Ms. Goldstein asked if students have ever been asked to evaluate the extra-curricular program. Dr. Hayes replied that a survey has not occurred, but discussions have suggested this might be a good project to collaborate with Hanover Research on. The survey would help the school to understand why students participate, what kinds of benefits they see and if they are not participating, perhaps information could be gathered as to why not and is the school offering the right opportunities. Ms. Goldstein liked the mention of the students with IEPs and Students of Color and suggested perhaps the school could talk directly with them to see what they might want in an extra-curricular program. She suggested that perhaps the HEROS group could help; she also encouraged engagement to gather ideas.

Ms. Albrecht noted the detail and breakdown of the report. She thought the 91% involvement rate was great, but did note the increase to 9%, from 5% the previous year, of students not involved in anything beyond the school day. She, too, encouraged talking to those, like advisers, who may know more as to why a student is not participating. Ms. Albrecht noted that 350 students are a large number of non-participants and mentioned that the more one is connected with their school, the more they are engaged with their community. The data that has been produced for the report is amazing and she encouraged next steps of who this information should be shared with. Dr. Sally noted that this was the purpose of looking further into the sophomore class, not that the school is not concerned with why juniors and seniors are not participating, but that there is time to act on this by seeing what stories emerge and what, if any, barriers are mentioned. Dr. Sally also stated that while not a requirement to participate, the school knows that student lives are enhanced by it. Dr. Hayes also mentioned that for the future of this report it will need to be determined what information is worthy to pay attention to every year so as to spot trends and which information simply needs to be monitored.

Mr. Robitaille and Dr. Hayes briefly discussed the amount of longitudinal data available. Mr. Robitaille then questioned the chart, found on page seven of the report, specifically asking if the population of non-white, non-Asian students who participate in athletics is actually at a rate of 15%. Dr. Hayes stated that the rate is 15% of the other population. Mr. Robitaille thought that might be a good place to start with the needed inquiry as it seems those students are not feeling connected. Further conversation around the numbers in the chart took place between Mr. Robitaille, Dr. Sally and Dr. Hayes with Dr. Hayes noting that the amount in the other category would include multi-racial students. Dr. Hayes stated that a limitation of this data is that students are able to mark multiple racial categories which is similar to those students who are selecting an ethnicity and then also choosing a race. Therefore, speaking to Dr. Sally's suggestion that students may be counted twice or not consistently. Dr. Hayes noted that this is one of the problems with the other category in the chart as it encompasses a lot of different groups of students such those who identify as multiracial, those who identify as Hispanic, or those who identify as Native American, so it is important to know that if these students have been counted more than once. Mr. Robitaille reiterated that the group contains those students who are not white and not Asian and the difference in participation is substantial and the school needs to figure out what that data is trying to say. Dr. Sally added that the data should be confirmed. Mr. Robitaille asked if receiving an answer and taking action on this would happen now versus waiting for next year's report. Dr. Sally stated that Dr. Hayes and his team would get started on the work now, with Dr. Hayes adding that his team would want to talk to as many students who are represented in this report prior to the end of the school year.

Finally, Mr. Robitaille suggested that it would be helpful to show participation on a relative basis meaning instead of showing absolute numbers, since enrollment is declining, to show the participation on a percentage basis. Dr. Hayes and Mr. Robitaille further discussed this. Mr. Robitaille noted that Dr. Hayes flagged the performing arts as an area of decline. Dr. Hayes responded that while the number remains steady for students who participate in more than one opportunity, there is a subset of a group who are participating at a lower rate and it is those students who are doing less single opportunities. Dr. Hayes mentioned that Ms. Anne James-Noonan, Performing Arts Coordinator, is interested in understanding this as there is nothing obvious to explain it.

#### **D. Budget Assumptions and Parameters**

Mr. Chris Johnson presented the Budget Assumptions and Parameters report. Each January, the administration begins to prepare the budget for the next school year, using information contained in the five-year financial projections and the tax levy approved in the fall. The projections have been updated based on actual expenditures

from the previous year and include parameters that will be used to build the 2019-20 budget. A calendar for adopting the budget is also included, which proposes that the approval of a Tentative Budget be at the July 2019 Board Meeting and the placement of the Tentative Budget be on display for eventual adoption in August. The report has been updated with information that has been reviewed by the Finance Committee. This year, two versions of the plan are presented. All scenarios include actual expenditures from last year and updated salary costs. Scenario 1 assumes normal assumptions for the next five years going forward. Scenario 2 shows the impact of a pension cost shift beginning in the 2020-2021 school year, which is phased in in four equal parts. Mr. Johnson anticipates being able to present a balanced budget for approval this summer as estimated information contained in the plan now is updated with known costs as they become available during the budget cycle this winter and spring.

Mr. Johnson noted some highlights on the revenue side. Property tax revenue is projected to rise 2.56%. The CPI for 2018, which was the largest driver of that, was 1.9% which is a drop from 2.1% for the previous two years. Federal and state funding are expected to remain flat. There is change in how the District reports federal revenue related to the North Suburban Special Education District (NSSED), although this does not increase the cost to participate in the cooperative, it is a book-keeping change required by the State.

Some highlights noted on the expenses side include a projected 4.63% increase in salary and benefits. The actual number is projected to be lower next year, due to the sunset of the health care premium holiday, which the District has had for the past two years. The District resumes paying for a full twelve months of insurance. Two of the three labor agreements are under negotiation this year so there are estimated salaries for those. Other expenses beyond salary and benefits are projected to rise 2%.

There are a couple of future variables that the District will be looking for over the next several months. The first is the new property revenue which impacts the District's revenue. That information is anticipated in the June timeframe. On the expenses side, the District will watch for several factors including health insurance renewal which arrives in April and the renewal for the District's property, casualty, and workers comp program which typically arrives in the May to June timeframe.

The Finance Committee is monitoring several long term factors, particularly at the state level. Overall, the State's spending commitments for the current fiscal year exceed projected state revenue by \$3 billion. Current state pension obligations for all retirement systems, not just teachers, but state universities and others, are \$9 billion a year, accounting for about 20% of the state revenue, according to State School News. This situation makes it likely that some type of pension cost shift will be implemented in the future, as courts have ruled decisively that pension benefits cannot be reduced. Scenario 2, which is included in the plan, incorporates one possible cost shift starting in FY 21. This is all dependent on the situation with the state. In this model, the normal employer cost, 10% of TRS payroll, which is now paid by the state on behalf of the district, is shifted to the district in four equal installments, starting with 2.5% in FY 21 and working up to 10% four years later. If this, or another change in state revenue were to happen, the District is well positioned to handle this change with its reserves. The District would be able to implement a plan that would align its revenues with its expenditures. The District does not have any information about any future plans from the state, however, Mr. Johnson wanted to have a model that looked at what if something were to change and this was the model used. This does not impact the District's ability to present a balanced budget next year which Mr. Johnson knows the District will do, nor does it impact the plans for the immediate future. Mr. Johnson then asked for any questions from the Board.

Mr. Robitaille noted that this is a voting matter and it is to approve the beginning of the budget process. He also gave a brief summary of the process.

Mr. Dronen asked in regards to the initial pension cost shift legislation, if there was a proposed separate levy. Mr. Johnson responded that there were many options discussed at that time. There would be a shift of the cost to the District, but not be a separate levy. Mr. Johnson noted that there was the assumption that New Trier and other districts would have to handle it within their existing levy or use options that are available to increase that levy.

Ms. Goldstein moved and Dr. Glucksman seconded the approval of the budget calendar as presented and authorize the administration to begin the budgeting process. Upon a roll call vote being taken, the members voted as follows:

AYE: Mr. Dronen, Dr. Glucksman, Ms. Goldstein, Ms. Albrecht, Mr. Robitaille

NAY: none

ABSENT: Ms. Ducommun, Mr. O'Donoghue

The motion passed.

## **VII. Administrative Items**

### **A. Treasurer's Report for December 2018**

Mr. Chris Johnson presented the December Treasurer's Report. As the District reaches the halfway point of the year, it is performing as expected both from a revenue and expenditure standpoint. On the revenue side of the expenditure plan, the weighted portfolio yield for investments is 2.17% as the interest rates continue to rise. The District has seen \$1.12 million in revenue, at the local, state and federal levels as regular payments continue from all sources. Mr. Johnson is pleased that payments are being made in a timely manner this year as compared to previous years. This is particularly true from the state, with \$659,000 in year-to-date interest revenue, showing benefits of rising rates and the District's laddered investment strategy.

### **B. Financial Reports for December 2018**

Mr. Johnson reviewed the Financial Reports for December 2018. Operating revenue was \$52,535,524 for the first six months, or 7.99% higher compared to previous years. Other local sources remain high due to the timeliness of posting revenue related to summer school and transportation revenue, the Business Office completed this earlier so this will normalize as February approaches, which was when it was booked last year. Operating expenditures were \$46,090,940 or 2.53% higher than last year, primarily due to payment timing. The budget calls for a 2.80% increase in expenditures compared to the previous year. The District is tracking just at or under budget compared to the prior year.

### **C. Board Policy – First Reading (6-60)**

Mr. Peter Tragos, Assistant Superintendent for Curriculum and Instruction, presented the first reading on Board Policy 6-60. With the changes last spring to Policies 6-40 Curriculum Development and 6-210 Instructional Materials Selection and Adoption, that action prompted a review of related policies. Policy 6-60 Curriculum Content was one of the cross-referenced policies that needed revision. Removed from the policy were the graduation requirements, which are not curriculum content and was duplicative of Policy 6-300 Graduation Requirements. Policy 6-60 states the District's legal compliance of the State statues and codes regarding curricular areas are met through administrative procedure.

Mr. Robitaille noted that this policy did not say much more than New Trier will follow the law and wondered if it could be embedded into another policy. Mr. Tragos answered that peer districts were consulted regarding this policy and that by stating that the policy will be achieved through administrative procedure allows for coverage of any change at the State level. Otherwise, this policy would have to be revised at least once a year as state laws are created or revised. This is similar to the District's approach with other policies. Ms. Albrecht inquired about the redline version as it was not properly posted to BoardDocs. Dr. Sally went through the changes, stating that the graduation requirements were redlined, but the wording about the state law was kept. Dr. Sally encouraged any member who had further comments about the policy to contact him prior to the February Board Meeting. Mr. Tragos stated that the redline version would be posted as well.

### **D. Village/New Trier Storm Water Project Update**

Dr. Sally gave a brief update on the Village/New Trier Storm Water Project. The District has had on-going discussions with the Village of Winnetka as they make plans regarding their storm water issues. The Village will present at the February Board Meeting. The presentation will focus on how the plan will benefit both the Village and New Trier even though the school will have limited field use for one season due to the necessary construction. As the plan currently stands, the baseball fields are not part of the construction, but iterations to the plan are ongoing. Mr. Johnson gave a brief history of the issue which is the long-standing problem of flooding in a certain portion of Winnetka. He also noted that the Village has been working to align the interests of all those involved including New Trier, the Park District, District 36 and the Forest Preserve. Mr. Johnson said the District is also using this as an opportunity to make its own improvements at Duke Childs to benefit students. Mr. Augie Fontanetta, Athletic Director, has dedicated a lot of time to this work. Mr. Robitaille noted that this is a top priority for the Village as they constantly hear from residents about this recurring problem. The District is trying to find a solution with the Village that benefits the school while helping the Village accomplish their goals. It is not an easy process which has led to many iterations of the plan. The presentation in February will offer more specifics.

## VIII. Consent Agenda

- the Bill List for the Period, December 1 – 31, 2018;
- the Personnel Report (Appointments, Change of Status, Resignations, Retirement, Stipends and Termination);
- adopting the Resolution Increasing the Capitalization Threshold from \$500 to \$2500 as presented;
- Reciprocal Reporting Agreement with the Northfield Police Department;
- that the Board agrees to open the Closed Session Records for June 11, 2018 and October 15, 2018; and approves the destruction of the Closed Session Meeting tapes of January 2017 through June 2017;
- Updates to the 2018-2019 school calendar as presented;
- Approval of Student Fees for the 2019-20 school year as presented.

Mr. Robitaille asked if any Board member would like to remove items from the Consent Agenda for separate discussion. Mr. Dronen requested to pull the approval of student fees for the 2019-2020 school year. Ms. Albrecht moved that the Board of Education approve the Consent Agenda which includes: the Bill List for the Period, December 1 – 31, 2018; the Personnel Report (Appointments, Change of Status, Resignations, Retirement, Stipends and Termination); adopting the Resolution Increasing the Capitalization Threshold from \$500 to \$2500 as presented; Reciprocal Reporting Agreement with the Northfield Police Department; and that the Board agrees to open the Closed Session Records for June 11, 2018 and October 15, 2018 and approves the destruction of the Closed Session Meeting tapes of January 2017 through June 2017; and the updates to the 2018-2019 school calendar as presented. Dr. Glucksman seconded the motion. Upon a roll call vote being taken, the members voted as follows:

AYE: Dr. Glucksman, Ms. Goldstein, Ms. Albrecht, Mr. Dronen, Mr. Robitaille

NAY: none

ABSENT: Ms. Ducommun, Mr. O'Donoghue

The motion passed.

Mr. Dronen suggested that Mr. Johnson add a dollar amount to the current fee and proposed fee going forward. Mr. Johnson responded that a dollar amount is added, but said he would delete a couple of years so as to make the chart more readable. Mr. Dronen then also noted that in the research part of the meeting, he would like to request a breakdown of the general fee which includes fees for science lab and other items such as ID cards, college transcripts, testing and class projects. Some appear curriculum related while others do not. Dr. Sally said that he would add a few comments during that part of the meeting.

Ms. Albrecht motioned and Dr. Glucksman seconded the approval of student fees for the 2019-2020 school year as presented.

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

AYE: Ms. Goldstein, Ms. Albrecht, Mr. Dronen, Dr. Glucksman, Mr. Robitaille

NAY: none

ABSENT: Ms. Ducommun, Mr. O'Donoghue

The motion passed.

## IX. Board Member Reports

Ms. Albrecht reported on the *Facilities Steering Committee* meeting noting that the group discussed the on-going security efforts at both campuses and athletic facility development.

Ms. Albrecht informed about the *New Trier Educational Foundation* and the Alumni Achievement Awards scheduled for March 14<sup>th</sup> at the Orrington Hotel. She encouraged fellow Board members to attend.

Ms. Goldstein reported on *NSSSED*. At the last meeting, New Trier alum, Ms. Morgan Riegert received a scholarship from the NSSSED foundation. She has been a teaching assistant at NSSSED and will be getting her masters in Special Education at Purdue University.

On February 19<sup>th</sup>, New Trier is hosting a movie called “Intelligent Lives” at 9:30 a.m. in the Cornog that documents young adults with intellectual disabilities.

Finally, Ms. Goldstein recognized the Business Education Department and Career Services. Ms. Goldstein taught Employment Law to Mr. Steve Belford’s, Business Education faculty and Career Services Coordinator, Business Law class. There is also a Career Day on February 20<sup>th</sup> and community members are invited to participate.

Dr. Glucksman reported on the *IGSSStravaganza* that was hosted on January 17<sup>th</sup>. Students from IGSS (Integrated Global Studies School) presented their projects to other students and the public. There was a large array of topics covered. Dr. Glucksman was impressed with not only the breadth, but the passion for each topic. He noted that the academic rigor exceeded what one would expect from high school students. There is a cadre of faculty involved with the program and it was an amazing evening.

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

Calendar of Events: Dr. Sally highlighted the following dates, which included:

- Final exams begin on Wednesday, January 23<sup>rd</sup>.
- The next Board of Education Meeting is February 19<sup>th</sup>. It is a Tuesday due to the Presidents’ Day holiday.
- The District ACT is Wednesday, February 20<sup>th</sup>. There is no school for seniors, it is a regular day for freshman, juniors will take the ACT while sophomores have a Career Day.
- Friday, February 22<sup>nd</sup> is an Institute Day. To continue work on Strategic Planning, Dr. Yong Zhao will present. He was at New Trier several years ago and is a leading writer in education. The New Trier Educational Foundation has helped to sponsor him in a student event, a parent event and staff event.

There was one request for Staff Research & Future Agenda Items. As noted earlier, Mr. Dronen is interested in the general fee and what is curricular related and what is not. He believes strongly in public education and that public tax dollars should pay for some of these costs. He understands the fees that are generated, but would like more background on the general fees. Dr. Sally responded that prior to 2012 and the implementation of the general fee, the District did have individual curriculum fees that families paid for courses. The Board, at that time, wanted to bring many items into a general fee as it allowed the fee process to be simplified. The fees were set at the time to be cost-neutral to the District, so the fees paid for a small percentage of items that are listed. The breakdown of where the money goes would be percentages of what money New Trier spends in different areas as opposed to how those funds are funneled to specific areas. Mr. Johnson noted that the Business Office could prepare what the District spends on an annual basis for the items listed and look at the revenue that is brought in and how that ties off to the expenditures. Mr. Dronen thought that would be helpful and informative to the public as well. He thought items such as ID cards and towel service is a separate piece, but curricular items should not be paid by parents, but rather by taxpayers who pay for public education. Further discussion continued with Mr. Dronen noting that his intention is not for a debate on student fees, but rather a breakdown of them.

**XI. ADJOURNMENT**

Dr. Glucksman moved and Ms. Goldstein seconded the motion to adjourn. Upon a voice vote being taken, all members indicated they were in favor.

The meeting adjourned at 8:55 p.m.

Respectfully submitted,

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Lindsey Ruston, Secretary

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Gregory Robitaille, President