

Kreiling and Mr. Lane have been a critical part of the review because of their new fresh perspective and questioning of old assumptions. The LFEA, the Administration and the Board agreed over the winter to begin discussions on a long term contract even though the current contract had one more year. They all agreed that it was a good idea to start talking now before the deadline to eliminate any possible disruption to the new school year. They all committed to approaching it differently - collaboratively, agreed on goals up front, listened, compromised and worked toward mutual goals. The LFEA leadership, Administration and the Board met every Monday afternoon often late into the evening for about 10 weeks to come up with the agreement before the Board today.

They believe they have successfully changed the way they work and have created a new dynamic for continued collaboration. He thanked the team of seven who were elected by the LFEA for their time and for approaching every one of their discussions in an open collaborative fashion. It speaks to the spirit of their new relationship, the educational process, what's best for our students and the future

SUPERINTENDENT'S REPORT

Mr. Simeck asked Dr. Holland to update the Board on activities at the high school. Dr. Holland reported that second semester of summer school is underway under the leadership of Assistant Principal, Jim Sullivan. We have 385 students attending summer school which is an increase of 47%. She said she is excited about the new course offerings and the level of engagement of our students. Summer construction projects are underway including work on the front doors, the construction of the new Robotics Room and the remodel of the College Resource Center. The student schedule mailing will be in homes early next week. Freshman will receive a letter with details of Freshman Orientation which is scheduled for August 21. Please continue to check the website for additional information.

Mr. Simeck reported that this month has been largely devoted to preparing the strategic planning update and getting our new principal started in her new role. He said he is pleased to see that Dr. Holland has been proactively engaged in a variety of stakeholder meetings throughout the community. She has been described as an eager listener and participant in conversations and has a breadth of experience on issues important to our community such as expanding student supports, instructional observation and large complicated group processes. Dr. Holland is devoted to providing good experiences and improved outcomes for students. We're off to a really good start.

PUBLIC PARTICIPATION

There was no Public Participation.

REPORTS/DISCUSSION

Mr. Simeck, Dr. Steve Cordogan and Assistant Principal, Tom Meagher provided a Strategic Planning update. Mr. Simeck noted that the public can view the entire update online. Major Initiatives include Achievement, Instruction, Talent, Partnerships and Environment. Dr. Cordogan presented an overview of assessment data that focused on the increase in course rigor and the outcome of those efforts. In general, the number of changes in placement have gone down. He noted that the percentage of students who moved upward has increased in the past 3 years by

23.3% while the percentage of students who moved downward has decreased by 36.4%. Regular courses at LFHS would be considered highly rigorous Honors courses at other schools. AP enrollment has increased due to the addition of more AP course offerings and the reduction of previous prerequisites that removed barriers for many students to participate. Expanded participation in AP has had only a minimal effect on AP Scores.

Mr. Simeck summarized the Academic Performance Metric noting that more students are being moved to a higher level class and fewer students have moved to a lower level class. There is a much higher participation in Honors and AP Classes. Far more students are participating in AP testing with a significantly substantial increase predicted in 2015-2016. Mr. Simeck reported that an iterative improvement will occur at the Administrative Advance in August and that there will likely be a major review in spring 2016.

BOARD COMMITTEES

Education Committee

Dr. Eliot reported that the Education Committee has not met.

Finance/Operations Committee

Mr. Powers reported that in April, the Finance/Operations Committee announced the addition of a committee meeting to the regular schedule. This meeting was held on July 13th to discuss key issues and projects as they relate to the budget. The fiscal 2016 budget was reviewed and the committee continued the discussion about the possibility of refinancing \$10 million of our bonds which would save the taxpayers money over the next several years. They talked about operational service policies, one of which would allow the Administration to write checks for items such as student Leading Edge Initiative Chromebooks to insure delivery for the start of the school year. A change has been made in the third party administrator for the dental plan for teachers. We're making a change in the Broker of record first and then will introduce a new opportunity that will provide a better program, for less money which will save taxpayers money. The meeting schedule for the committee will be finalized and published soon with the first meeting set to occur in September.

LIAISON REPORTS

Mr. Moorman reported that the NSSD Board did not meet this month. Informational meetings will be held on July 23rd and 27th at Deerfield High School regarding their desire to leave the consortium. Board members are invited to attend.

ACTION ITEMS

Adoption of Resolution to Display the Tentative Budget

Mr. Albus reported that Illinois School Code requires school districts to put the Tentative Budget on public display for at least 30 days, publish a notice in the newspaper, schedule a public hearing, and adopt a budget prior to the end of the first quarter of the fiscal year, which for D115 is September 30th. It is recommended that the Tentative FY 16 Budget be placed on public display

and that September 8, 2015 be established as the date of the public hearing. Mr. Albus noted that a budget may be adjusted or modified up until the Board votes on final approval. In summary, the Budget is unbalanced due to planned initiatives, assumptions around timing of State payments, assumed pension cost shift, and spend down of bond proceeds. The District will remain financially strong as the fund balance will remain above the policy target of 10%.

MOTION: It was moved by Mr. Powers, seconded by Mr. Lane that the Lake Forest Community High School District 115 Board of Education approve the adoption of a Resolution to Display the Tentative Budget as presented.

Votes were taken by roll call. Votes were cast as follows:

ROLL CALL: Aye: Eliot, Powers, Moorman, Kreiling, Lane, Schreiber, Marcusson
Nay: None

Motion Carried

Approval of LFEA Collective Bargaining Agreement

Mr. Simeck provided background on the Collective Bargaining Agreement. He said a 5 year agreement was made between the Board of Education and the LFEA in 2006. It was at a time when a \$56 million construction program was underway at the high school. The Agreement spanned the recession years. It provided for a series of 6% increases annually. Combined with the enormous change in new construction and drop in existing property values, the fund balances at the high school plummeted to a near crisis proportions. The District managed to avoid any cuts to programs through discretionary freezes. The deficits created from the previous 5 year agreement necessitated by the Path to Black Agreement. The LFEA agreed to a one year contract with a hard freeze and zero increase. Following the one year contract, the LFEA and the Board were unable to arrive at a successor agreement prior to the start of the school year. The LFEA went on strike for 5 days in the fall of 2012. The Board and LFEA arrived at a 4-year agreement based upon a CPI assumption which the LFEA estimated to be much higher than the Board estimate. The Board estimate was closer to the final number. This resulted in no base increase in the first year, a 1.25% base increase in the second year and no base increase in the third year or the 4th year with a step increase totaling 2.5% per year. Unlike the former 5 year contract that drove the District into the red, this agreement left the Board in a better than expected position. As soon as the strike ended, the LFEA and Administrators began to work to prevent another strike. A group called 5 x 5 was established with five LFEA members and 5 Administrators. They met regularly to listen, discuss issues and problem solve. The meetings led to beneficial conversations. A year after the strike, the Board undertook Mission Vision work which included administrator and teachers. It's impossible to measure loss of opportunity costs. The cost can be measured not just in teaching and learning but also financially due to high legal fees incurred during the strike. The current legal costs are around \$5000. This is the first time in memory that the Board has reached an agreement amicably and ahead of schedule. The tentative agreement before the Board is a culmination of 3 years of hard work to seek a more productive and collaborative approach to labor relations and focus more on problem solving collaboratively.

Mr. Albus reported on financial aspects of the agreement. Teachers are paid based on a salary schedule tied to years of experience and education. The tentative agreement provides a step of

2.7% increase and adds 1% on base. The base increase for 2016-2017 is .75% of 1%. Those hired after the strike would also receive the experience step increases. Employees hired prior to the strike would get .75% base increase plus a 1.5 step on experience. Teachers who are in longevity or off the salary schedule and have not declared their retirement would get a \$500 non-compounding payment. The estimated cost is 4.42%. In 2017-18, the base increase would be 50% of the CPI plus the step cost. In 2018-19, the base increase would be 60% of the CPI number. Those hired prior to 2011-12 would get a 1.5 step and a \$500 non-compounding payment in longevity. A schedule committee will be formed to collaboratively develop a new student schedule by December 31, 2015. The schedule must meet the principles outlined in the CBA agreement.

MOTION: It was moved by Mr. Schreiber, seconded by Mr. Moorman that the Lake Forest Community High School District 115 Board of Education approve the LFEA Collective Bargaining Agreement between Lake Forest High School District 115 and the Lake Forest Education Association for the period of July 1, 2015 through July 1, 2016 with an option for a three-year extension as contained therein, and as discussed by the Board in Open session.

Accordingly, further the Board Terminates the Collective Bargaining Agreement and Evaluation Plan between the Board of Lake Forest Community High School District 115 and the Lake Forest Education Association – July 1, 2012 through July 1, 2016.

Votes were taken by roll call. Votes were cast as follows:

ROLL CALL: Aye: Schreiber, Eliot, Moorman, Kreiling, Lane, Powers, Marcusson
Nay: None

Motion Carried Unanimously

Approval of Dental & Flex Broker of Record Letter

MOTION: It was moved by Mrs. Kreiling seconded by Mr. Lane that the Lake Forest Community High School District 115 Board of Education approve the Dental and Flex Broker of Record Letter, as presented.

Votes were taken by roll call. Votes were cast as follows:

ROLL CALL: Aye: Kreiling, Schreiber, Lane, Moorman, Eliot, Powers, Marcusson
Nay: None

Motion Carried Unanimously

Approval of Dental & Flex Contract

MOTION: It was moved by Mr. Lane seconded by Mr. Moorman that the Lake Forest Community High School District 115 Board of Education approve the Dental and Flex Contract as presented.

Votes were taken by roll call. Votes were cast as follows:

ROLL CALL: Aye: Kreiling, Schreiber, Lane, Moorman, Eliot, Powers, Marcusson

Nay: None

Motion Carried Unanimously

Approval of PRESS Issue 88 - Waive First Reading

MOTION: It was moved by Mr. Powers, seconded by Mr. Moorman that the Lake Forest Community High School District 115 Board of Education waive the First Reading of PRESS Issue 88.

Votes were taken by roll call. Votes were cast as follows:

ROLL CALL: Aye: Schreiber, Eliot, Moorman, Kreiling, Lane, Powers, Marcusson
Nay: None

Motion Carried Unanimously

Approval of PRESS Issue 88 - Second Reading

MOTION: It was moved by Mr. Moorman, seconded by Mrs. Kreiling that the Lake Forest Community High School District 115 Board of Education approve PRESS Issue 88 on Second Reading.

Votes were taken by roll call. Votes were cast as follows:

ROLL CALL: Aye: Schreiber, Eliot, Moorman, Kreiling, Lane, Powers, Marcusson
Nay: None

Motion Carried Unanimously

Approval of Kathleen O'Hara Consulting Contract in the amount of \$53,000

Mr. Rodgers reported that Ms. O'Hara's responsibilities include coordination of student volunteer service to the community, coordination of all service activities for LHS clubs and organizations, coordination of Open Doors job shadowing program and College 101. She also serves as liaison for various school projects with community programs.

MOTION: It was moved by Mr. Schreiber, seconded by Mrs. Kreiling that the Lake Forest Community High School District 115 Board of Education approve the Kathleen O'Hara Consulting Contract in the amount of \$53,000.

Votes were taken by roll call. Votes were cast as follows:

ROLL CALL: Aye: Schreiber, Eliot, Kreiling, Marcusson
Nay: Powers, Lane, Moorman

Motion Carried

Approval of Whipple Consulting Contract in the amount of \$97,250

Mr. Simeck said that Mrs. Whipple has served the District for 24 years. She is an artful collaborator with Districts 67 and 65, has developed the new website and has successful relationships with local media and stakeholders in the community. Mr. Simeck commented that this agreement is a one-year agreement for 12 months and includes a 1.5% increase.

MOTION: It was moved by Mrs. Kreiling, seconded by Mr. Powers that the Lake Forest Community High School District 115 Board of Education approve the Whipple Consulting Contract in the amount of \$97,250.

Votes were taken by roll call. Votes were cast as follows:

ROLL CALL: Aye: Schreiber, Eliot, Moorman, Kreiling, Lane, Powers, Marcusson
Nay: None

Motion Carried Unanimously

Approval of Concrete Foundation for Maintenance Building in the Amount of \$231,900

Mr. Albus reported that bids were opened on July 7 for the concrete foundation for the East Campus Maintenance Garage Project. Bids came in significantly higher than expected. If the building is heated and has running water it needs a foundation. The garage will be used to store and repair equipment. It is recommended that West Campus projects be differed at this time and that the funds be allocated to the East Campus garage project.

MOTION: It was moved by Mr. Powers, seconded by Mr. Lane that the Lake Forest Community High School District 115 Board of Education approve the concrete foundation for the Maintenance Building in the amount of \$231,900 as presented. Mr. Powers, Mr. Albus and Mr. Simeck thanked the Farrells, neighbors of the high school, for their patience during construction at the school.

Votes were taken by roll call. Votes were cast as follows:

ROLL CALL: Aye: Schreiber, Eliot, Moorman, Kreiling, Lane, Powers, Marcusson
Nay: None

Motion Carried Unanimously

Approval of Human Resources Report

Hiring
Change of Assignment
Job Sharing
Resignations
Family and Medical Leave Absence

MOTION: It was moved by Mr. Schreiber, seconded by Mrs. Kreiling that the Lake Forest Community High School District 115 Board of Education approve the Human Resources Report as presented.

Votes were taken by roll call. Votes were cast as follows:

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ROLL CALL: Aye: Powers, Lane, Schreiber, Eliot, Moorman, Kreiling, Marcusson
Nay: None

Motion Carried Unanimously

Approval of Consent Agenda*

Mr. Marcusson reported that the Consent Agenda includes:

- A. Approval of Disbursements, Payrolls & Financial Statements, May 2015;
The Schedule of Checks Already Written and Direct Deposit Payroll and Taxes for the period June 18, 2015 to June 30, 2015, as presented and summarized below:

Education Fund	\$831,850.56
Building and Maintenance Fund	104,314.72
Debt Service Fund = Bond/Interest Wire Payments	49,250.00
Transportation Fund	13,300.64
Capital Projects Fund/General	-
Procurement Card Expenses	-
Direct Deposit Payroll and Taxes	<u>4,236,026.83</u>
Total Expenditures	\$5,234,742.85

- B. Approval of Honeywell Instant Alert One Year Contact renewal in the amount of \$2,613
C. Approval of Atlas Curriculum Two-Year Software Licensing Agreement in the Amount of \$13,250
D. Minutes of a Regular Meeting, June 9, 2015
E. Minutes of an Executive Session, June 9, 2015
F. Minutes of a Special Meeting, June 22, 2015
G. Minutes of an Executive Session, June 22, 2015
H. Disposal of Audio Recordings, January 14, 2014

*Any item may be removed from the consent agenda at the request of a Board Member.

MOTION: It was moved by Mr. Moorman, seconded by Mrs. Kreiling that the Lake Forest Community High School District 115 Board of Education approve the Consent Agenda as presented.

Votes were taken by roll call. Votes were cast as follows:

ROLL CALL: Aye: Powers, Moorman, Eliot, Kreiling, Lane, Schreiber, Marcusson
Nay: None

Motion Carried Unanimously

FOIA REQUESTS

Steve Goldman, Resident
Nancy Thorner, Resident
Nancy Thorner, Resident

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