

Board of Education Meeting Recap

The Township High School District 211 Board of Education met on Thursday, September 18, 2014, in the Anne Koller Board Meeting Room at the G.A. McElroy Administration Center. The following is a recap of important items that were acted upon at the meeting.

Recognitions

The Board recognized four Conant High School students who achieved a score of 36 on the American College Test (ACT) exam, the highest possible composite score: **Kevin Chang, Caitlin Eder, Glenn Huang, and Reema Patel**. On average, less than one-tenth of one percent of all test-takers earn the top score. Since 1998, District 211 has had 68 students record a score of 36 on the ACT exam. The complete list is available [here](#).

The Board recognized Schaumburg High School student **Melissa Tran** for earning the highest possible composite score on the Scholastic Aptitude Test (SAT). Approximately three million students nationally complete the SAT on average each year, and of those, about one in every 5,000 students achieves a top score on the exam. Melissa is just the eighth District 211 student to do so since 1998. The complete list is available [here](#).

The Board honored Conant High School Music Teacher and Orchestra Director **Joseph Malmquist** for being named the 2014 Youth Orchestra Conductor of the Year by the Illinois Council of Orchestras. This award recognizes individuals who demonstrate exceptional achievement.

Public Hearing and Adoption of 2014-2015 Budget

Following a public hearing to listen to comments on the tentative 2014-2015 budget, the Board of Education formally adopted the budget as presented. This included utilizing \$2.0 million of existing Debt Service Fund balance to supplement planned levy abatement.

A copy of the 2014-2015 Budget is available [here](#). Additional information on the 2014-2015 Budget can be found [here](#).

Presentation: Depth of Knowledge – Cognitive Demand within the Classroom

In preparation for post-secondary options, today's educators are challenged to continuously implement rigorous instructional experiences for students to expand their cognitive abilities. The new Illinois State Standards in mathematics, English, and science begin to define the higher-order skills and knowledge students need to succeed in college-entry courses and workforce training programs. Students who successfully master these standards demonstrate a thorough understanding of content through its application to new situations. The performance-based assessment portion of the Illinois Partnership for Assessment of Readiness for College and Careers (PARCC) test is designed to assess these rigorous standards at a higher cognitive level than a traditional assessment. Webb's Depth of Knowledge (DOK) is used in education for describing cognitive rigor.

Associate Superintendent for Instruction **Lisa Small** led a presentation by Fremd High School English Department Chair **Kristy Loughin-Vance**, Conant High School Science Department Chair **Sharon McCoy**, and Hoffman Estates High School Social Studies Department Chair **Kevin Mallon** to the Board of Education providing insight on Depth of Knowledge and the District's professional development activities for staff. Additional information on DOK is available [here](#).

Approval of Minutes

The Board of Education approved the minutes from its regular meeting on [August 14, 2014](#).

Report on New Professional Staff

The Board of Education received a report on professional staff new to District 211 for the 2014-2015 school year. There were 67 new professional staff hired this year; 40 full-time and 27 part-time employees. The new staff includes 38 women and 29 men, with 47 holding bachelor's degrees and 20 holding master's degrees. Forty-three of the 67 new staff members are beginners, and overall, new hires average 1.33 years of experience. Below is a listing of new staff by school:

New Staff by School	
Fremd High School	16
Schaumburg High School.....	14
Conant High School	13
Palatine High School.....	12
Hoffman Estates High School	10
Academy-North	2

The total certificated staff for the 2014-2015 school year numbers 984, with 889 full-time positions, 38 part-time teachers, and 57 reduced-load teachers. Of the 984 staff members, 848 are teachers, 84 are social workers/psychologists/interns, and 52 are administrators.

Additional information on new professional staff is available [here](#).

Sixth-Day Enrollment

The official enrollment on the sixth day (August 28) of the 2014-2015 school year was 11,999 at the District's five high schools. Enrollment including District 211 Academy-North and Academy-South, and off-campus special education placement was 12,203.

Below is breakdown of each school's enrollment on the sixth day of classes this year:

6th-Day Enrollment Figures

Palatine High School.....	2,678
Fremd High School	2,697
Conant High School	2,375
Schaumburg High School.....	2,311
Hoffman Estates High School	1,938
District 211 Academy-South.....	30
District 211 Academy-North	34
NSSEO Kirk	56
NSSEO Miner.....	27
Hersey.....	5
Private Facilities	52
North Cook*.....	14*
Ombudsman*	8*
District 211 Total	12,203

**- accounted for in individual high school enrollments*

Class Size Committee Report

The Board of Education received a [report](#) from the Class Size Committee.

Salary Compensation Report

Illinois School Code requires the annual reporting and posting of administrator and teacher salaries. School districts also are required to report administrator

and teacher salaries and benefits to the Illinois State Board of Education (ISBE). This information includes: name, position, salary, full-time equivalency, vacation days, sick days and personal days, bonuses, annuities, retirement enhancements, and other benefits. Salary information reported includes all payments for duties performed during the school year, including additional payments for summer school, coaching, activities, alternative high school, and other extra-duty assignments.

In accordance with Public Act 97-0256, this information must be reported to ISBE by October 1 each year, complementing other financial deadlines and allowing for the reporting of actual previous-year salary and benefit information. The salary and benefit data that must be reported to the ISBE reflects the actual salary and benefits provided to all certificated staff for the period of July 1, 2013-June 30, 2014.

The District 211 Salary Compensation Report will be sent to ISBE and posted on the District website by October 1, 2014.

Health/Dental Insurance Premium Rates for 2015

At its meeting on June 12, 2014, the Board of Education approved the 2014-2015 renewal of health/dental claims administration services with Blue Cross and Blue Shield.

As a result of the recent increased plan costs and Affordable Care Act (ACA) changes effective January 1, 2015, a new plan design has been created that reflects projected health care claim costs for the coming year, adjusts employee premium contribution rates, and modifies plan design benefits to align with requirements of ACA. The new insurance plan offers six plan options; four PPO plans and two HMO plans, one of which will be only available to employees currently enrolled in the existing HMO-Illinois plan. The new insurance plan design eliminates the current PPO-1 plan, and includes a new PPO-750 plan; an HMO plan in the Blue Advantage network for employees newly electing an HMO plan or choosing to move from the HMO-Illinois plan; and continues to offer the HMO-Illinois plan as a grandfathered plan option for employees whose physicians are not in the HMO-Blue Advantage network.

The HSA-1500 plan allows employees to independently manage their healthcare costs with lower overall claims costs to the District. Because the HSA plan has become one of the more cost-effective plans for the District, those electing this plan will receive an employer paid contribution to their HSA account. Employees choosing single plan coverage will receive \$1500 deposited to their health savings account; those electing family coverage will receive \$3000 deposited to their account. Funds deposited in a health savings account may only be used for health-related services. The insurance plan design eliminates cash incentive

payments made directly to employees. Each covered employee contributes a percentage of the premium equivalent cost for each health insurance plan option. Contribution percentages have been applied uniformly for all union and non-union employee groups eligible for health insurance.

At its November 14, 2013 meeting, the Board approved a wellness program contract with Interactive Health Solutions. As part of the multi-plan health insurance design structure, the District has included a wellness plan that allows employees and their spouse/ domestic partner (for those electing family coverage) to receive a comprehensive health screening through Interactive Health Solutions providing access to preventative health screenings for employees. Employees participating in the wellness screening will receive applicable credits allocated towards their insurance plan premium cost. Employees electing single plan coverage will receive a \$600 credit towards their premium; those with family coverage will receive a \$1620 credit towards their premium costs. Credits will be directly applied towards premium costs and are not eligible for payment to an employee or as a contribution towards a Flexible Spending Account. Employees who are eligible for health insurance benefits and elect not to be covered by the District's health insurance plans will receive \$1,000 annually.

The Board approved the established premium equivalent rates, contribution percentages, and incentive structure for applicable employee groups effective January 1, 2015, as presented. Further, the Board established premium equivalent rates for the over age 65 Medicare supplement plan options effective January 1, 2015, as presented.

Additional information on health insurance rates for 2015 is available [here](#).

Tax Levy Information

The Board of Education received tax levy information, as well as the 2014 Tax Levy Calendar. Cook County taxing districts are limited under the Property Tax Extension Limitation Law (PTELL), or tax cap, to an increase of the aggregate levy extension by the increase in the Consumer Price Index (CPI-U) from the previous calendar year, plus any increases in new property growth for the current calendar year.

For the past four years, District 211 has seen declining Equalized Assessed Valuation (EAV) levels with a four-year total of approximately \$3.5 billion in property value reductions within the taxing District boundaries. Cook County has a triennial reassessment cycle that reassess property values every third year, with the last reassessment year being 2013.

For all suburban Cook County townships, the EAV decreased by an average of 7.5%. For District 211's underlying townships, the EAV decreased 12.2%. In

large part, the decrease is due to reductions in the assessed valuation of properties and the reduction of the 2013 equalization factor, or multiplier, by 5.1%. Other influences are individual assessment reductions due to the appeal process, and the increase in the minimum homeowner exemption from \$6,000 to \$7,000 and the senior citizen exemption increase from \$4,000 to \$5,000. Increases in exemption amounts reduce the amount of taxable EAV available to taxing districts. The effect of lower EAVs results in higher tax rates for the vast majority of districts.

With the overall decrease in EAV, taxpayers experienced varied increases or decreases in the District 211 portion of their second installment tax bill. If all property owners assessed at levels that remained consistent throughout the county, tax increases for each property would mirror the levy increase of 1.3%. However, due to varied assessment changes from successful appeals to lower certain property assessments, tax bill amounts may vary from one property to another. Since the overall EAV decreased, these combined factors cause a tax burden shift among property owners. Tax relief provided to one property owner must be paid for by all other property owners because both the total EAV upon which the tax rate is based and the proportion of total EAV ascribed to each property has been redistributed.

At the October 16, 2014 Board of Education meeting, additional tax levy information will be presented for Board discussion and consideration before determining a proposed levy amount in November 2014.

Additional tax levy information is available [here](#).

Union Contracts Ratified

The Board of Education ratified four-year contract agreements with both the District 211 Teachers' Union and the United Support Staff Union. Formal contract signing dates will be announced at a later time.

Next Board of Education Meeting

The next scheduled regular Board of Education meeting will be held on Thursday, October 16, 2014, beginning at 7:30 p.m. in the Anne Koller Board Meeting Room at the G.A. McElroy Administration Center.

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