

**BROOKWOOD SCHOOL DISTRICT 167  
SPECIAL MEETING – JULY 21, 2014  
BOARD ROOM – ADMINISTRATIVE & DIAGNOSTIC CENTER**

**I. CALL TO ORDER**

A special meeting of the Brookwood School District 167 Board of Education was called to order by President John Dixon at 7:07 p.m.

Following the Pledge of Allegiance, roll call was answered by: M. Plott, 7 Present  
R. Seals, L. Wheeler, D. Birmingham, J. Dixon, J. Barry, and C. Smith 0 Absent

**II. CITIZEN'S COMMENTS (Limited to Agenda Items)** None

**III. SUPERINTENDENT'S REPORT**

- A. Mike Wojcik from the Horton Group discussed the district's health care renewal rates. He noted that we have received greater discounts from Blue Cross/Blue Shield and an expanded network. This resulted in 99% of our members using a Blue Cross/Blue Shield provider. The renewal rate is -12.1% from last year which means a reduction in premiums to our employees.
- B. Mr. Engel reviewed the amount of e-rate money the district has received from 1998 to 2014. This money has helped fund the district's technology costs. Mr. Zeller can go back to 2011 and try to recoup money that we didn't receive. The e-rate system has changed this year and Mr. Engel is not familiar with the new filing system. Mr. Zeller's fee is a flat \$750 one-time fee and 5% of what we may get.
- C. Mr. Engel explained what the effect the three new positions would have on the budget. The cost of the three new positions would be approximately \$150,000 (base salary & benefits). Dr. Moore explained that with the change in the schedules, each teacher at the Middle School will be teaching one assignment. Students need to have electives while teachers are teaming. Dr. Moore also explained that the Junior High will not have double periods of English/Language Arts and Math this year. That would have required additional staff at a cost of approximately \$250,000. Information from Dr. Grossi indicates the district will have a 1.4 million dollar surplus. The surplus is due to a reduction in health care costs, receiving all state payments, and a reduction in spending.

**IV. RECOMMENDED ACTION**

- A. The Board approved the health care renewal rates for the 2014-2015 school year (see attached rates). Plott/Wheeler  
Renewal of  
Health Care  
Rates 2014-2015  
Approved  
7-0

- B. The Board approved the new vacancies for the 2014-2015 school year. (see attached) Seals/Smith  
New Vacancies  
Approved  
5-2
- C. The Board approved the current budgeted vacancies for the 2014-2015 school year. (see attached) Plott/Seals  
Current Budgeted  
Vacancies 2014-2015  
Approved  
5-2

Comments: Ms. Birmingham stated the Board has already voted on the staffing plan in May which included these positions. Dr. Moore stated she just wanted to be safe.

- D. The Board approved Zeller and Associates, LLC as the e-rate consultant to file e-rate funding at a cost of 5% of the District's e-rate reimbursement for funding year 2015 with \$750 of this fee due upon the signing of the contract. Plott/Smith  
E-Rate Consultant  
Approved  
5-2
- E. The Board approved a contract with Juan Lyle as Director of Technology from July 1, 2014 to September 30, 2014 at a salary of \$64,000 prorated. Plott/Seals  
Director of Technology  
Contract  
Approved  
5-2

Comments: Ms. Seals asked why the contract is only for three months. Dr. Moore responded that it is a probationary period. Mrs. Barry asked if any other contracts have a probationary period. Dr. Moore responded no. Mrs. Barry felt that goals should be part of the contract. Mrs. Barry stated that by Board resolution, this position was ended on June 30, 2014. Mrs. Barry asked if the Board votes no, who pays up until today. Dr. Moore stated the money would come out of the education fund. Mrs. Plott asked if he has the certification he needs. Dr. Moore stated he would be going to Power School training. Ms. Birmingham stated the contract doesn't show what is expected. Mr. Smith felt that if he is performing his duties, there is no reason to step out of the normal contract. Mr. Smith stated the contract should be the same term as any other contracts and expectations should be included. Mrs. Wheeler stated that the job description shows what is expected. Ms. Seals thanked the Director of Technology for helping her with technology. She also suggested that the job descriptions need to be updated.

- F. The Board approved a change to addendum #3 for the principals/administrators contracts with the following language: using the word "increase" instead of "25% increase" for MAP testing. Birmingham/Smith  
Change to  
Addendum #3 on  
Contracts  
Approved  
7-0

Comments: Ms. Birmingham had concerns about item #1 on addendum #3. She feels the amount of increase is too high. Dr. Moore stated she is trying to set the bar very high. Ms. Birmingham stated that using an increase in MAP is not a fair way to judge principals on student growth. Mrs. Barry stated that 25% on MAP is unfair on any contract. Mrs. Barry stated the contracts should read “increase” and not “consistently increase” on MAP testing. Ms. Birmingham stated that a starting point of data is needed to measure an increase. We need to compare apples to apples.

G. The Board approved adding the revised addendum #3 to the principals/ administrators contracts for the 2014-2015 school year. Smith/Seals	Addendum #3 Added to Contracts Approved 7-0
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V. <u>CITIZEN’S COMMENTS</u>	None
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VI. CLOSED SESSION

The Board did not go into closed session due to the lack of a second to the motion.

VII. ADJOURNMENT

The meeting adjourned at 9:10 p.m. Smith/Plott	Meeting Adjourned All AYE
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Deborah M. Young  
Recording Clerk

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Secretary

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President

Present: A. Wilson

**Brookwood School District 167  
RECORD OF VOTING**

<b>Special Meeting of July 21, 2014</b>	<b>Plott</b>	<b>Seals</b>	<b>Wheeler</b>	<b>Birmingham</b>	<b>Dixon</b>	<b>Barry</b>	<b>Smith</b>	<b>YES</b>	<b>NO</b>	<b>OTHER</b>	<b>VOICE</b>
Roll Call	P	P	P	P	P	P	P				
4A. Approval Health Care Renewal Rates for 2014-2015	1 Y		2 Y					7	0		
4B. Approval of New Vacancies for 2014- 2015		1 Y					2 Y	5	2		
4C. Approval of Current Budgeted Vacancies for 2014-2015	1 Y	2 Y						5	2		
4D. Approval of E-Rate Consultant	1 Y						2 Y	5	2		
4E. Approval of Director of Technology Contract	1 Y	2 Y						5	2		
4F. Approval of Revision to Addendum #3 of Principal Contracts				1 Y			2 Y	7	0		
4G. Approval of Adding Revised Addendum #3 to Principals/ Administrators Contracts		2 Y					1 Y	7	0		
Into Closed Session			1								
Adjournment	2 Y						1 Y	7	0		

**Code: A=Absent**  
**P=Present roll call or voting present**  
**AB=Abstain**  
**Y=Yes**  
**N=No**  
**1=Motion maker**  
**2=Motion second**

**Members of the Board:**  
**Janice Barry**  
**Deborah Birmingham**  
**John Dixon**  
**Melinda Plott**  
**Roslon Seals**  
**Carl Smith**  
**Lorrie Wheeler**

BROOKWOOD SCHOOL DISTRICT NO. 167  
 Glenwood, Illinois  
 Special Meeting - July 27, 2014

TO: Dr. Valorie Moore, Superintendent  
 FROM: Michael Engel, Business Manager  
 RE: Health Benefits

That the Board of Education

Approve the renewal rates for health insurance with Blue Cross Blue Shield, Guardian for Dental, Guardian for Life Insurance, Guardian for Long Term Disability and VSP for Vision as presented by the Horton Group.

Background Data

Brookwood School district 167 has had Blue Cross Blue Shield (BCBS) as their health insurance provider for the last year. The District's experience rate was low. The renewal rates represent a decrease of approximately 12.1% over last year's rates. The renewal rates are as follows:

		<b>Health Care PPO</b>			
		<b>RENEWAL RATES</b>			
		<b>EE</b>	<b>EE + SP</b>	<b>EE + CH</b>	<b>Family</b>
2015		<u>\$609.94</u>	<u>\$1,402.87</u>	<u>\$1,280.88</u>	<u>\$1,951.81</u>
2014		<u>\$634.96</u>	<u>\$1,746.13</u>	<u>\$1,428.66</u>	<u>\$2,222.35</u>

		<b>Dental HMO/PPO</b>			
		<b>RENEWAL RATES</b>			
		<b>EE</b>	<b>EE + SP</b>	<b>EE + CH</b>	<b>Family</b>
2015		<u>18.45/\$31.43</u>	<u>\$49.22/\$95.33</u>	<u>\$49.22/\$95.34</u>	<u>\$49.22/\$95.35</u>
2014		<u>18.45/\$31.44</u>	<u>\$49.22/\$95.33</u>	<u>\$49.22/\$95.34</u>	<u>\$49.22/\$95.35</u>

		<b>Life Insurance</b>	
		<b>RENEWAL RATES</b>	
2015		<u>\$8,424.00</u>	Annual
2014		<u>\$8,424.00</u>	Annual

		<b>Long Term Disability</b>	
		<b>RENEWAL RATES</b>	
2015		<u>\$4,620.69</u>	Annual
2014		<u>\$4,620.69</u>	Annual

		<b>Vision</b>	
		<b>RENEWAL RATES</b>	
2015		<u>\$21,438.00</u>	Annual
2014		<u>\$21,438.00</u>	Annual

**Vacancies Due to New Positions**

**2014-2015 School Year**

**Middle School**

Art Teacher  
Special Education Teacher  
Technology Teacher

**New Positions With Explanations**

**2014-2015 School Year**

**Hickory Bend**

Increase ½ time position for Explore Teacher (currently ½ time only at Longwood) (to ensure equity at Longwood and Hickory Bend)

Added 4<sup>th</sup> section of 3<sup>rd</sup> grade due to increase in enrollment

**Longwood**

Increase ½ time position for Reading Specialist to full-time (to assist Longwood reading needs)

**Brookwood Middle School**

Added one section to 6<sup>th</sup> grade due to enrollment.

Special Education Teacher (due to special education case load—law states only 20 students per teacher, caseload up to 27 students)

Art Teacher (need an art rotation in the schedule)

Technology Teacher (need an additional rotation for the schedule)

**2014-2015 School Year**

**Vacancies Due to Resignations**

**Longwood**

Art Teacher  
ELL Teacher  
PE Teacher

**Hickory Bend**

Special Ed. Teacher

**Middle School**

Reading Specialist  
Social Worker (1/2)

**Junior High**

Spanish Teacher  
8<sup>th</sup> Grade Math Teacher  
Art Teacher  
Full-time night custodian  
Social Worker (1/2)

**Vacancies Due to Release**

**Longwood/Middle School**

Psychologist

**Junior High**

7<sup>th</sup> Grade Social Studies

**Vacancies Due to Transfers**

**Longwood**

Special Ed. Teacher (teacher transferred to BMS)

**Hickory Bend**

4<sup>th</sup> Grade Math Teacher (teacher transferred to 3<sup>rd</sup> grade)  
Title I Reading Specialist (teacher transferred to kindergarten)

**Middle School**

6<sup>th</sup> Grade Language Arts Teacher (teacher transferred to STEM position)  
6<sup>th</sup> Grade Math Teacher (teacher transferred to STEM position)

**Junior High**

8<sup>th</sup> Grade STEM Teacher (teacher transferred to 4<sup>th</sup> grade STEM at Longwood)