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Board of Education Meeting Recap

The Township High School District 211 Board of Education met on Thursday, September 17, 2020, at Hoffman Estates High School in order to protect public health and to be in compliance with state directives to avoid large public gatherings. The following is a recap of items that were acted upon at the meeting.

State Award Winners

The Board of Education recognized students from James B. Conant High School who earned honors at the state Business Professionals of America competition. A complete list of those students honored is available [here](#).

Public Hearing and Adoption of 2020-2021 Budget

Following a public hearing to listen to comments on the tentative 2020-2021 budget, the Board of Education formally adopted the budget as presented.

A copy of the 2020-2021 Budget is available [here](#). Additional information on the 2020-2021 Budget can be found [here](#).

Approval of Minutes

The Board of Education approved the minutes from its regular meeting on [August 13, 2020](#).

2020-2021 School Year Update

Superintendent **Lisa Small** presented the Board of Education with an update on the 2020-2021 school year. A copy of her report is available [here](#).

District 211 Equity Team Update

The District 211 Equity Team held its first meeting on Tuesday, September 1, 2020. Twenty-two students, staff, and community members participated in the

meeting in-person at William Fremd High School, while an additional 14 team members participated in the meeting through Zoom. Several members of the team were unable to attend the first meeting, but all stakeholders who were identified and invited have indicated that they want to commit to the team moving forward.

Students, staff and parents shared personal experiences, thoughts on race and equity, and hopes for what the team could accomplish in District 211 and the broader community. The team then learned about the previous equity work that has been started at District 211 high schools. Each principal spoke about what his or her school has accomplished, including focusing on learning about the concepts of implicit bias, racism and equity. Each principal implicitly stated that the work done over previous years is a beginning with a look forward toward improvement and change.

At the conclusion of the meeting, each team member was asked to identify his or her preferred area of focus for upcoming committee work. Participants were then organized into the following committees: equitable curriculum and instruction; equitable practices and mindsets; equitable opportunity and achievement; and school, family, and community partnerships. Each committee is comprised of students, parents, staff members and District 211 Board of Education members, and they will begin their critical work in the next few weeks under the leadership of committee co-chairs.

The next meeting of the entire District 211 Equity Team will be held on Tuesday, October 6, 2020. At this meeting, the team will recap committee work – including future steps and needs of the committees – and discuss the concepts of implicit bias, cultural humility, deficit model thinking and authentic dialogue.

Additional information on the Equity Team update is available [here](#). Updates from Equity Team meetings will be made each month at Board of Education meetings.

Report on New Professional Staff

The Board of Education received a report on professional staff new to District 211 for the 2020-2021 school year. There were 46 new professional staff hired this year; 30 full-time and 16 part-time employees. The new staff includes 33 women and 13 men, with 27 holding bachelor's degrees and 19 holding master's degrees. Twenty-six of the 46 new staff members are beginners, and overall, new hires average 1.22 years of experience. Of the new staff members, 20 had previous teaching experience with an average of 2.8 years of experience. Below is a listing of new staff by school:

New Staff by School

Hoffman Estates High School – 14
Palatine High School – 10
Fremd High School – 8
Schaumburg High School – 5
Conant High School – 4
North Campus – 3
Higgins Education Center – 2

The total certificated staff for the 2020-2021 school year numbers 998, with 941 full-time positions, 33 part-time positions, and 24 reduced-load faculty. Of the 998 staff, 830 are teachers, 108 are social workers/psychologists/speech pathologists/counselors/interns, 10 are media/technology, and 50 are administrators.

Sixth-Day Enrollment

The official enrollment on the sixth day (August 20) of the 2020-2021 school year was 11,667 at the District's five high schools. Enrollment including District 211 North Campus, Higgins Education Center, and off-campus special education placement was 11,953.

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

6th-Day Enrollment Figures

Palatine High School – 2,581
Fremd High School – 2,574
Conant High School – 2,367
Schaumburg High School – 2,178
Hoffman Estates High School – 1,967
Higgins Education Center – 111
District 211 North Campus – 48
NSSEO Kirk – 70
Hersey – 0
Private Facilities – 57
Ombudsman – 4*
District 211 Total – 11,953

**- accounted for in individual high school enrollments*

Class Size Committee Report

The Board of Education received the [Class Size Committee Report](#).

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, base salary, full-time equivalency, vacation days, sick days, personal days, bonuses, annuities, retirement enhancements, and other benefits.

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 salary and benefit information from the prior school year. 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, 2019 through June 30, 2020.

The District 211 [Salary Compensation Report](#) will be sent to ISBE and posted on the District website by October 1, 2020.

62-Acre Land Update and Future Planning Considerations for Land Sale Proceeds

High School District 211 purchased 60 acres of land in Schaumburg Township in two separate parcels, with approximately 40 acres acquired in 1966 and an additional 20 acres acquired in 1971. Based on population growth at the time, the property was purchased as a potential sixth high school site. The property is located west of Plum Grove Road, east of Summit Drive, and north of Wise Road in Schaumburg.

At its August 16, 2016 meeting, the Board of Education adopted a five-year Strategic Plan. The Plan articulates a priority to optimize all District assets, and the Board took action to optimize the land through its sale following an analysis of ideas gathered through a questionnaire to seek ideas from the community about how the land might be used.

Through a community-based survey conducted in 2017, several ideas were collected pertaining to the use of the proceeds of the land. Some individuals expressed that the land or its proceeds could be used for the several facility-related ideas to serve current or future student needs. Other individuals expressed that the District should sell the land and that the proceeds should be held in a restricted fund for later use, while another group stated that proceeds should be used to pay future pension liabilities and other individuals expressed that the District should rebate all proceeds.

The District is scheduled to close on the sale of the land by October 15, 2020. In order to facilitate a manageable means of considering the relative merits and implications of the ideas and input generated, the next step is to develop a series of analysis parameters by which to later review and access the various ideas.

Information will be reviewed at the October 1, 2020 Budget and Finance Committee meeting pertaining to the long-term financial outlook of the District and the implications of the receipt of land proceeds on the District's financial position and impact to stakeholders. Additional information will be provided via a report at an upcoming Board meeting to further review information pertaining to the District's long-term facility plan including the benefits to students through improved facilities, short- and long-term financial considerations of land sale proceeds, and the impact of possible options for the District's stakeholders.

Additional information on this topic is available [here](#).

Community Connections Newsletter

The October 2020 issue of [Community Connections](#), a quarterly newsletter designed to provide additional information about High School District 211 to the communities served, was distributed in mid-September. The 17th edition of *Community Connections* included the following articles: *District 211 creates Equity Team; Board of Education waives registration and parking fees for 2020-2021; District 211 named one of the top employers in Illinois; Update on 62-acre sale; 2020-2021 opens with Remote Learning; November 3 Election Day holiday; District 211 offers Afternoon Academic Support Sessions; and District 211 serves nearly 1 million student meals during pandemic.*

Community Connections is emailed to District 211 parents, students, and staff, as well as community members who have provided their contact information. All 17 editions of the newsletter are available on the [District website](#).

Proposed New Policy

As part of its ongoing Policy Manual review, the Board of Education reviews proposed policy revisions, proposed policy deletions, and proposed new policies from the Administrative Board Policy Group. The Group is comprised of Board President **Robert LeFevre**, Board Vice President **Anna Klimkowicz**, Assistant Superintendent for Curriculum and Instruction **Joshua Schumacher**, Director of Administrative Services **Matthew Hildebrand**, and Assistant to the Superintendent **Kathe Lingl**. Proposed policy revisions also are reviewed by legal counsel.

The Accelerated Placement Act, Public Act 100-0421, requires all school districts to develop and implement a local policy that uses a fair and equitable decision-making process with multiple measures to identify students who may benefit from accelerated placement. The Board approved the proposed new policy [Accelerated Programming](#) after initially reviewing it at its August 13, 2020 meeting.

Illinois Association of School Boards Equity Workshop

After approving Board of Education members attending a future Illinois Association of School Boards (IASB) workshop titled *Equity: An Educational Imperative* at its August 13, 2020 meeting, the Board approved scheduling a special meeting on Monday, October 26, 2020, at Hoffman Estates High School beginning at 7:00 p.m. for the purpose of this workshop. This three-hour workshop is aimed at understanding why educational equity is needed, what educational equity is, and how to make it a reality in your district. There is no cost to District 211 for this IASB workshop.

Additional information about the workshop is available [here](#).

2020 Tax Levy Introduction

The Board of Education received tax levy information, as well as the 2020 Tax Levy Calendar. For the 2020-2021 school year, property tax revenues will comprise over 86% of District 211's total revenue.

Each year, Cook County taxing agencies, including District 211, prepare a tax levy. All Cook County taxing districts operate under the Property Tax Extension Limitation Law (PTELL), commonly referred to as the "Tax Cap." The Tax Cap limits the rate at which a taxing body may increase its levy from the prior year's levy amount. The limitation at which this portion of the total levy may increase is established by the change in the Consumer Price Index (CPI-U) from the previous calendar year, plus any increases in new property growth for the current calendar year. The Tax Cap does not establish a limit, or a cap, on the amount by which an individual property owner's tax obligations may change.

A school district may also levy for debt repayment as calculated and approved at the time of bond issuance. School districts subject to PTELL are limited on their debt service levy extension amount, and it is referred to as the debt service extension base. This was set in 1994 for all tax-capped school districts and increases by the lesser of CPI-U or 5% annually. For District 211, the current debt service extension base is approximately \$14 million, which is the maximum that the District may levy annually for debt repayment. District 211 is currently operating debt free and does not plan to file for a debt service levy.

The total tax levy is comprised of two parts: 1) the aggregate extension of the tax capped funds, and 2) the extension of the non-capped debt service fund. The aggregate extension is the levy for all funds subject to PTELL, and includes the Educational, Operations and Maintenance, Transportation, Illinois Municipal Retirement Fund and Social Security, Working Cash, and Life/Safety Funds.

The CPI-U rate of 2.3% determined by the federal government as of December 2019 will be used in conjunction with the increase in new property as the limiting amount for the current, 2020 aggregate levy extension. Therefore, the combined levy increase for the Educational, Operations & Maintenance, Illinois Municipal Retirements and Social Security, Working Cash, Transportation, and Life/Safety Funds for the 2020 levy may not exceed 2.3%, plus any new property growth over the prior year's levy amount.

New property growth for the 2020 levy will be generated by two main components – new property development within District boundaries and expiration of the Palatine Road/Dundee Center Tax Increment Finance (TIF) district that was established in 1997. It is anticipated that for the 2020 levy, the District will be eligible to receive new property growth of close to .43%, comprised of 0.4% from new property development and the remaining 0.03% from the expiration of the TIF. If District 211 does not levy for new property development in the year in which the new property is added to the tax rolls, the District is not eligible to capture this added growth of revenue at any point in the future.

For the upcoming levy cycle, the 2020 levy will be receipted by District 211 in calendar year 2021, which will span two budget years. The first installment of tax revenue will be receipted in the spring of the current 2020-2021 budget year (recorded as early taxes in the budget) and the second installment receipted in the fall of the following 2021-2022 budget year (recorded as current taxes in the budget). Because taxing districts do not file their 2020 levy until December 2020, Cook County taxes property owners at 55% of the 2019 levy amount on their first installment tax bills in February 2021. Second installment tax bills in fall 2021 are then adjusted to reflect the actual 2020 levy amount filed by each taxing body. Therefore, the 2020 levy amount will impact the 2021-2022 annual budget.

It is difficult to predict the impact that a taxing body's levy will have on an individual property tax bill. There are several key components that determine how property taxes are calculated in Cook County:

1. the individual property value as determined by the County Assessor's office;
2. an equalization factor that is generated by the Illinois Department of Revenue to bring values in Cook County in line with those across the remainder of the state;
3. the Equalized Assessed Value (EAV), or sum of all equalized assessed property values within the taxing district's boundaries;

4. the actual levy amount filed by each taxing district; and
5. exemptions

Of these components, only the levy amount is controlled by each individual taxing body. All other factors contributing to an individual's property tax bill are reflective of property assessments for individual properties and the collective amount for the area and equalization rates established by Cook County. As these values change, individual property tax bills are impacted, and often produce disproportionate increases that are not reflective of the limited increase that a taxing body may levy. If all factors were to remain constant, tax bills would only increase at the weighted average rate that taxing bodies increase their levy amounts.

Cook County has a triennial reassessment cycle that reassesses property values every third year. Re-assessments for commercial, residential, and industrial properties include the appraisal and re-determined market values for properties. The triennial assessment year for the North Cook County area was 2019. During the reassessment year, the Cook County Assessor's office reassesses the value of properties in a similar geographic area. Changes in the assessed valuation (property values) as a result of the reassessment process affected the calculation of individual property tax bills that were distributed in 2019 and will again be used in calculating property tax bills distributed in 2020.

Despite varying levels of change in property owners' tax obligations, District 211 will continue to be limited to an aggregate extension that does not exceed the sum of 2.3% CPI-U, plus new property growth.

Unfortunately, it is very difficult to predict whether the tax bill for an individual property owner will increase or decrease in any given year due to the complex interactions of many moving parts in the Cook County property tax system. District 211's influence on a tax bill is limited to the levy filed with Cook County, and the maximum increase to any individual taxpayer attributable to District 211 is the amount of CPI-U, or 2.3%, and any increase above this amount is due to factors not controlled by District 211.

Since the implementation of the Tax Cap in 1994, District 211 has levied based upon considerations of the financial need of instructional programs and operational costs in order to generate sufficient revenue to meet operating costs and support instructional programming. PTELL limits the increase of the aggregate extension to 5% or the percentage of increase in the Consumer Price Index for the previous year, whichever is lower. The CPI-U for 2019 was 2.3%, so the following restrictions will be in place for the 2020 levy:

- 2.3% limit on the 2020 tax extension over the 2019 amount;
- The prior year equalized assessed valuation (EAV); and
- No levy for non-capped funds.

At the next District Budget and Finance Committee meeting on October 1, 2020, and the next Board of Education meeting on October 15, 2020, additional 2020 levy information will be presented for discussion and consideration. Should the committee seek further information, an additional Budget and Finance Committee meeting will be held on November 5, 2020, to further review the 2020 levy. The Board will be presented with a proposed levy amount at its November 12, 2020 meeting.

Additional tax levy information, including the 2020 Tax Levy Calendar, is available [here](#).

Life, Accidental Death and Dismemberment, and Long-Term Disability Insurance Renewal

High School District 211 provides life insurance and long-term disability (LTD) insurance for eligible employees, which includes all full-time employees and 0.5 FTE or more licensed staff members. Life insurance coverage is provided at a minimum of \$50,000 or paid equal to an eligible employee's salary rounded to the next \$1,000. Eligible employees over age 70 receive benefits at an amount equal to 50% of the benefit for those under age 70. Long-term disability benefits are provided to full-time eligible employees and provide 60% of the base salary at the time of the disability when a covered employee becomes disabled and has been disabled for 180 consecutive days. The plan is coordinated with the Teacher Retirement System (TRS) and Social Security/Illinois Municipal Retirement Fund (IMRF) disability plans and any other applicable program. Eligible retirees are eligible to retain their life insurance policy at their own expense at the contractual retiree life rate. Accidental death and dismemberment (AD&D) coverage is provided for eligible employees equal to their one-time salary as a benefit for those who experience an accidental death.

The District's current life and LTD insurance is provided through The Standard. The life insurance two-year term expires January 1, 2021, and the LTD term expires January 1, 2022. In anticipation of the contractual end dates, the District has worked with its insurance consultant, HUB International, and received and evaluated proposals from seven vendors.

The Board of Education approved a two-year contract with The Standard, effective January 1, 2021, for life insurance at a rate of \$0.11 per \$1,000 of coverage for active members and \$0.99 per \$1,000 of coverage for retirees; and accidental death and dismemberment insurance at a rate of \$0.018 per \$1,000 of coverage; and that the Board approve a one-year contract with The Standard, effective January 1, 2022 for long-term disability insurance at a rate of \$0.065 per \$1,000 of coverage.

Additional information is available [here](#).

Student Photography Vendor Recommendation

Student photography services include underclass portraits, senior portraits, dance photography, yearbook photography, staff photography, special event photography, and student and staff ID cards. District 211 does not incur costs associated with student photography services, but rather provides the vendor as a service for students and their families. Photography services purchased (underclass/senior portraits and dance photos) are the financial responsibility of the student. The Board of Education is asked to ratify the choice in compliance with the bidding requirements outlined in the Illinois School Code.

The District has worked with Visual Imaging Photography (VIP) to provide student photography services since the 2015-2016 school year, following completion of a comprehensive review of student photography proposals.

The Board approved the recommendation to renew the contract with Visual Imaging Photography for student photography services for the 2020-2021 school year. Continuity of this contract during the COVID-19 pandemic allows access to previously taken photographs, both student and staff identification photos and otherwise, at a time when students are not physically present at school.

Next Board of Education Meeting

The next scheduled regular Board of Education meeting will be held on Thursday, October 15, 2020, with closed session beginning at 6:30 p.m. and open session beginning at 7:30 p.m. in the Anne Koller Board Meeting Room at the G.A. McElroy Administration Center.

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