BOARD OF EDUCATION
MEETING
SEPTEMBER 11, 2019

Serving All or Portions of the Following Communities:
Blue Island * Burnham * Calumet City * Dixmoor * Dolton * East Hazel Crest * Harvey * Hazel Crest * Lansing * Markham * Phoenix * Posen * Riverdale * South Holland * Thornton
Pledge of Allegiance
Committee of the Whole

- Report from Curriculum Committee
- Report from Finance Committee
- Report from Policy Committee
- Report from Discipline Committee
- Report from Facilities Committee
Consent Agenda

- **Approval of Minutes:** Regular Meeting and Executive Session of June 12, 2019
- **Approval of Minutes:** Special Meeting and Executive Session of June 28, 2019
- **Approval of District 205 Bills:** dated August 15, 2019 through September 11, 2019
- **Personnel:** Approval of Resignations, Leave of Absence, New Hires and Terminations dated September 11, 2019
We now open the Public Participation section of our agenda. At this time, members of the community are invited to address the Board. We ask that you state your name and town, limit your total time to two minutes, and talk only about items on the current Board Agenda.

In addition, if your comments are of a critical nature about specific people, the Board requests that you present your comments during the personnel portion of the “executive session.”

Your name will not be called if you do no sign in and list a topic or the topic is not on the current Board agenda or if public participation has begun.
• Public Hearing Request Concerning the FY20 Final Budget – Mr. Horton
Thornton Township High School District 205
Presentation of 2019-20 Final Budget

Preparing Today for the Challenges of Tomorrow

September 2019
## Breakdown of Total Budget by Fund

<table>
<thead>
<tr>
<th>Fund</th>
<th>Beginning Balance</th>
<th>Revenues</th>
<th>Expenses</th>
<th>Bond Proceeds /Capital Projects</th>
<th>Ending Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>$ 17,381,000</td>
<td>$ 90,091,000</td>
<td>$ 89,566,000</td>
<td>0</td>
<td>$ 18,222,000</td>
</tr>
<tr>
<td>Building</td>
<td>5,760,000</td>
<td>8,263,000</td>
<td>11,880,000</td>
<td>0</td>
<td>1,827,000</td>
</tr>
<tr>
<td>Bond &amp; Int.</td>
<td>1,960,000</td>
<td>7,922,000</td>
<td>9,602,000</td>
<td>0</td>
<td>280,000</td>
</tr>
<tr>
<td>Transportation</td>
<td>1,145,000</td>
<td>11,567,000</td>
<td>6,009,000</td>
<td>0</td>
<td>6,703,000</td>
</tr>
<tr>
<td>IMRF/SS</td>
<td>2,276,000</td>
<td>1,597,000</td>
<td>2,151,000</td>
<td>0</td>
<td>1,722,000</td>
</tr>
<tr>
<td>Capital Projects</td>
<td>18,566,000</td>
<td>400,000</td>
<td>0</td>
<td>14,000,000</td>
<td>4,966,000</td>
</tr>
<tr>
<td>Working Cash</td>
<td>3,596,000</td>
<td>469,000</td>
<td>0</td>
<td>2,500,000</td>
<td>6,565,000</td>
</tr>
<tr>
<td>Tort</td>
<td>2,644,000</td>
<td>45,000</td>
<td>1,100,000</td>
<td>0</td>
<td>1,589,000</td>
</tr>
<tr>
<td>Life Safety</td>
<td>1,547,000</td>
<td>30,000</td>
<td>0</td>
<td>0</td>
<td>1,577,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$ 54,875,000</strong></td>
<td><strong>$120,384,000</strong></td>
<td><strong>$120,308,000</strong></td>
<td>0</td>
<td><strong>$ 43,451,000</strong></td>
</tr>
</tbody>
</table>
## Budgeted Revenues – All Funds:

### Comparison of Budget Verses Prior Years

<table>
<thead>
<tr>
<th>Source</th>
<th>FY 2016</th>
<th>FY 2017</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>BUDGET FY 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Real Estate Taxes</td>
<td>$65,481,000</td>
<td>$67,883,000</td>
<td>$61,814,000</td>
<td>$62,244,000</td>
<td>$58,374,000</td>
</tr>
<tr>
<td>Other Local Revenues</td>
<td>5,355,000</td>
<td>5,355,000</td>
<td>5,902,000</td>
<td>6,281,000</td>
<td>6,155,000</td>
</tr>
<tr>
<td>General State-Aid</td>
<td>27,153,000</td>
<td>27,153,000</td>
<td>33,597,000</td>
<td>38,433,000</td>
<td>39,200,000</td>
</tr>
<tr>
<td>Other State Grants</td>
<td>7,117,000</td>
<td>7,117,000</td>
<td>8,491,000</td>
<td>3,637,000</td>
<td>7,950,000</td>
</tr>
<tr>
<td>Federal Grants</td>
<td>7,091,000</td>
<td>7,091,000</td>
<td>8,644,000</td>
<td>10,205,000</td>
<td>8,705,000</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td><strong>$112,197,000</strong></td>
<td><strong>$112,197,000</strong></td>
<td><strong>$118,448,000</strong></td>
<td><strong>$120,800,000</strong></td>
<td><strong>$120,384,000</strong></td>
</tr>
</tbody>
</table>
Breakdown of Budgeted Revenues by Source

- **R/E Taxes**: 50%
- **Restricted Federal**: 7%
- **Restricted State**: 5%
- **General State-Aid**: 33%
- **Other Local**: 5%
# Budgeted Expenditures – All Funds

Comparison of Budget Versus Prior Years

(Actual and Budget Figures Exclude Major Capital Expenses)

<table>
<thead>
<tr>
<th>Source</th>
<th>FY 2016</th>
<th>FY 2017</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>BUDGET FY 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>$ 50,878,000</td>
<td>$ 51,668,000</td>
<td>$ 54,918,000</td>
<td>$ 57,196,000</td>
<td>$ 58,000,000</td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>12,490,000</td>
<td>11,619,000</td>
<td>14,030,000</td>
<td>13,745,000</td>
<td>13,904,000</td>
</tr>
<tr>
<td>Purchased Services</td>
<td>26,593,000</td>
<td>22,082,000</td>
<td>23,022,000</td>
<td>26,380,000</td>
<td>22,702,000</td>
</tr>
<tr>
<td>Supplies and Materials</td>
<td>4,263,000</td>
<td>4,930,000</td>
<td>4,398,000</td>
<td>5,267,000</td>
<td>4,809,000</td>
</tr>
<tr>
<td>Capital Outlay</td>
<td>943,000</td>
<td>914,000</td>
<td>1,045,000</td>
<td>450,000</td>
<td>460,000</td>
</tr>
<tr>
<td>Out of District Tuition &amp; Other</td>
<td>12,698,000</td>
<td>10,351,000</td>
<td>11,038,000</td>
<td>10,122,000</td>
<td>10,833,000</td>
</tr>
<tr>
<td>Debt Service</td>
<td>6,903,000</td>
<td>7,688,000</td>
<td>10,552,000</td>
<td>9,540,000</td>
<td>9,600,000</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$114,768,000</td>
<td>$109,252,000</td>
<td>$119,003,000</td>
<td>$122,700,000</td>
<td>$120,308,000</td>
</tr>
</tbody>
</table>
Breakdown of Budgeted Expenditures by Type

- Salaries: 48%
- Employee Benefits: 12%
- Purchased Services: 19%
- Supplies & Materials: 4%
- Capital Outlay: 0%
- Out of District Tuition: 9%
- Debt Payments: 8%
- Capital Outlay: 0%
- Employee Benefits: 12%
Major Positive Factor Impacting Financial Condition
Increasing General State-Aid
Major Negative Factor Impacting Financial Condition

Decreasing Net Tax Collection Percentages

- 70.0%
- 72.0%
- 74.0%
- 76.0%
- 78.0%
- 80.0%
- 82.0%
- 84.0%
- 86.0%
- 88.0%
- 90.0%
- 92.0%
- 94.0%

*District received $51 million in bond proceeds in FY 2009, $33 million in bond proceeds in FY 2017 and $7.1 million total in FY 2016, 2018 and 2019 to pay for major capital projects.*
Freedom Of Information Act

- Dr. Doss
Communications

• Mr. Arrington
2019 Teacher Institute Day
Mrs. Annette Whittington
School Board Vice President
Teacher Institute Day 2019

Refreshing!

Energizing!

Morale Boosting!
Welcome to the Class of 2023!
Freshman Orientation
Chicago’s Fox32 Live Pep Rally Friday
September 20, 2019

- Tune in September 20th from 7:00am-9:00am
- Thornridge will have an opportunity to show their academic achievements, sports, and team spirit to millions of viewers across Chicagoland and surrounding Suburbs

Go falcons
Falcon Frontier
A. Presentation by International Baccalaureate Program Students - Mr. Fickes
May 2019 Exams

- 21 students tested
  - 1 through 7 scale
  - Includes internal and external assessment results
- Results
  - 3.0 point average
    - Worldwide = 4.1
- Scores
  - One 5s
  - Six 4s
  - Seventeen 3s
  - Remainder below 2 or below
May 2019 Exams

What does this mean for the student?

- 19 Course (Certificate) students
- 2 Diploma (DP)
- 8 students received full ride scholarships
  - Approximately 1.6 million Dollars
  - Estimated 7 million offered (Senior Award Ceremony)
- 2 went to US. Armed Forces
- Remaining students reported to receive at least one college credit
  - Estimated $40,000 savings if all students only received 1 credit
Current Actions Future Goals

• Current
  – Creating an environment of equity
  – Promoting IB for its benefits beyond high school
  – Working with students to improve the current program

• Future
  – Gain more DP students
  – Train more teachers
  – Develop staff and student to the point of IB success
THORNTON TOWNSHIP’S IB PROGRAM

2019 testing results:
• 8 diplomas received; 19 diplomas first 3 years; far more than area IB schools
• 62% of IB exams resulted in passing scores
• 19 of 21 IB students earned college credit in at least 1 course
• 16 of 18 full DP students earned college credit in multiple courses
• 95% in IB English earned college credit, exceeding National/Int’l Avg
• 18 IB students took the AP exam with 15 passing exceeding National Avg

Other information:
• 2020 graduating class has 27 full diploma students, our largest cohort yet
• IB graduates have now been accepted to Harvard, Yale, Stanford, Princeton, Cornell, Vanderbilt, Purdue, University of Illinois, Mizzou, and many more
• Of 18 IB graduates in 2019, 11 earned full scholarships, including a Gates Scholar
The number of IB exams taken by students increased from 149 to 161 in the 2018-2019 school year.

Spanish exam scores showed the highest increase from the 2017-2018 school year at 15%.
• Thornwood scholars earned 108 college credits as a result of completing IB coursework successfully.
• Scholars earned over $1.7 million dollars in academic scholarship options from various colleges across the United States.
UPCOMING EVENTS

• An SEL Curriculum calendar has been developed in order to promote physical, mental, and emotional health among our students.

• We will host IB CP on Wednesdays and Writing Workshop Thursdays in order to support program goals.

• Please don’t forget to join us for the IB Induction Ceremony next Wednesday, September 18\textsuperscript{th} from 6:00 p.m. to 7:30 p.m. in the Thornwood Cafeteria.
B. Presentation by ELA Division - Mr. Fickes
ENGLISH, READING, SPEECH AND LIBRARY SUMMER CURRICULUM WORK + NWEA & READING INVENTORY GAINS
<table>
<thead>
<tr>
<th>Action Steps</th>
<th>Responsible Party(ies) (Team Members)</th>
<th>Timeframe for Completion</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Upload revamped, exemplary, themed based English I curriculum to Rubicon Atlas.</td>
<td>Division Leaders Teachers</td>
<td>August 2018</td>
<td>Completed and revised</td>
</tr>
<tr>
<td>• Upload revamped, exemplary, freshman Reading curriculum (Reading Foundations, High School Reading, Reading Seminar) to Rubicon Atlas</td>
<td>Division Leaders Teachers</td>
<td>October 2018</td>
<td>Completed, ready for usage and revision</td>
</tr>
<tr>
<td>• Upload revamped themed based English II and English III curriculum to Rubicon Atlas</td>
<td>Division Leaders Teachers</td>
<td>August 2019 August 2020</td>
<td>English II: Completed, ready for usage and revision English III: to be rewritten into thematic units next summer. Existing curriculum uploaded</td>
</tr>
<tr>
<td>• Upload revamped Speech I and Speech II curriculum to Rubicon Atlas</td>
<td>Division Leaders Teachers</td>
<td>September 2019 -August 2020</td>
<td>To begin upload this fall</td>
</tr>
<tr>
<td>• Ensure vertical alignment of all ELA (ENG I-III, Reading, and Speech) courses in Rubicon Atlas</td>
<td>Division Leaders Teachers</td>
<td>October 2019</td>
<td>Alignment for Reading, English 1 and 2 to begin this fall. Speech and Eng 3 to be added.</td>
</tr>
<tr>
<td>Task</td>
<td>Division Leaders</td>
<td>Date</td>
<td>Teachers</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>------------------</td>
<td>------------</td>
<td>----------</td>
</tr>
<tr>
<td>Collaborate with SSC to offer English IV as dual credit.</td>
<td>Division Leaders</td>
<td>May 2020</td>
<td>Teachers</td>
</tr>
<tr>
<td>Upload revamped themed based English IV and elective curriculum to Rubicon Atlas.</td>
<td>Division Leaders</td>
<td>August 2020</td>
<td>Teachers</td>
</tr>
<tr>
<td>Ensure vertical alignment of all ELA (ENG I-IV, Reading, Speech) courses in Rubicon Atlas.</td>
<td>Division Leaders</td>
<td>August 2020</td>
<td>Teachers</td>
</tr>
</tbody>
</table>
Average 9th grade growth 1.4
Average 10th grade growth 1.3
Projected high school average from fall to spring is about 1 point
Summary Growth Metrics

- Reading Inventory for all Read 180/Sophomore Reading Students
- 68% of students made Lexile gains
- 34% exceeded their goal 2X
C. Recommended Approval of Revised Board Resolution Concerning Expense Reimbursements – Dr. Doss (Approval Needed)
D. Recommended Approval of Second Reading of PRESS Recommended Updates (Issue 100) – Dr. Doss (Approval Needed)
E. Recommended Approval of Thornridge High School’s Out-of-State Horticulture Class to County Line Orchard, Hobart, IN, October 2019 – Ms. Williams (Approval Needed)
New Business

F. Vocational Work Skills Program (Culinary Arts, History, Business) International Fieldtrip, Italy and Spain, July 20-28, 2020 – Dr. Ratliff (Approval needed)
G. Recommended Approval of Drivers Education Vehicles Acquisition – Mr. Horton (Approval Needed)
H. Recommended Approval of FY20 Final Budget – Mr. Horton (Approval Needed)
New Business

I. **Recommended Approval of Sodexo Contract Renewal** – Mr. Horton (Approval Needed)
New Business

J. Recommended Approval of AED Equipment – Mr. Horton (Approval Needed)
K. Recommended Approval of Virco Furniture Order –

Mr. Horton (Approval Needed)
Executive Session

• Closed session pursuant to Section 2(c) of the Open Meetings Act to consider:
  — The appointment, employment, compensation, discipline, performance, or dismissal of specific employees;
  — Student discipline;
  — Collective negotiating matters, and
  — Pending, probable or imminent litigation.
Reconvene Open Session
Action Items Following Executive Session

A. Possible Action Concerning 2019-2020 Administrator Employment Contract

B. Possible Action Concerning Settlement Agreement with Former Administrator
NEXT MEETING
Wednesday, October 9, 2019
6:30pm
Thornridge High School