

FORD HEIGHTS SCHOOL DISTRICT 169
MINUTES OF SPECIAL MEETING OF THE BOARD
SATURDAY, SEPTEMBER 23, 2017

The meeting was called to order by presiding officer Mr. Mark Mitchell, President - **8: 30 a.m.**

PLEDGE OF ALLEGIANCE (*recited by all in attendance*)

Upon roll call the following members were present:

Present: Mitchell, LaWrence III, Viverette, Cook, Sherman
Absent: Coleman, Hayslett
Also Present: Dr. Gregory T. Jackson, Superintendent of Schools
Coretta Jackson, Assistant Superintendent of Business Administration and Operations
M. Barnes, Director of Curriculum & Instruction
S. Rivers, Principal, Cottage Grove UGC
M. Johnson, Principal, Medgar Evers PAC
C. Jones, Assistant Principal, Cottage Grove UGC

Others: G. Lymore, Executive Assistant to the Superintendent
V. Carter, Administrative Assistant to Director of Curriculum
J. Scott, District Technology Director

QUESTIONS/COMMENTS FROM PUBLIC (2 Minutes)

THERE WERE NONE.

AGENDA

Motioned/Sherman; Seconded/Cook - to **approve the agenda.**

Roll Call: Ayes: Mitchell, LaWrence III, Viverette, Cook, Sherman
Nays: None
Absent: Coleman, Mitchell
Abstain: None
5 ayes, 0 nays, 2 absent, 0 abstain, 0 present – motion carried.

**MINUTES OF SPECIAL MEETING OF THE BOARD
SATURDAY, SEPTEMBER 23, 2017
PAGE 2**

President Mitchell yielded the floor to Dr. Gregory T. Jackson

Dr. Jackson shared a slide of Perseverance and the Definition:

Persistence in doing something despite difficulty or delay in achieving success.

“It is perseverance which distinguishes the strong from the weak.” Author Unknown

Dr. Jackson continued by sharing the Agenda for the Special Meeting.

9. DISCUSSION ITEMS

I. DISCUSSION ITEMS

1. STATUS UPDATE

- **SUPERINTENDENT’S GOALS 1 -4**

2. TENTATIVE PROPOSED LEVY 2017

3. FINANCIAL SUMMARY - ALL FUNDS

4. STUDENT ACHIEVEMENT –PARCC DATA AND PROFESSIONAL DEVELOPMENT

- **COMPARISON OF 2015, 2016 PARCC ELA AND MATH SCORES TO PRELIMINARY 2017 PARCC ELA AND MATH SCORES**
- **PROFESSIONAL DEVELOPMENT ADVERSE CHILDHOOD EXPERIENCES (ACES)**

SUPERINTENDENT JACKSON STATED THAT GOAL I IS TO IMPROVE STUDENT ACHIEVEMENT.

**MINUTES OF SPECIAL MEETING OF THE BOARD
SATURDAY, SEPTEMBER 23, 2017
PAGE 3**

The Superintendent shall continue to strive annually to have a majority of the school districts students increase their scores in Reading and Mathematics as measured by the Partnership for Assessment of Readiness for College and Careers (PARCC).

SUPERINTENDENT REQUESTED THAT MRS. MARILYN BARNES, DIRECTOR OF CURRICULUM AND INSTRUCTION SHARE STUDENT ACHIEVEMENT – PARCC DATA AND PROFESSIONAL DEVELOPMENT

Partnership for Assessment of Readiness for College and Careers (PARCC).

Mrs. Barnes greeted all in attendance and continued with an introductory slide of Partnership for Assessment of Readiness for College and Careers (PARCC). She highlighted the following information. It was:

- Last fall the parents and teachers of every student who participated in the Partnership for Assessment of Readiness for College and Careers (PARCC) test received a score report.
- The score report presents an overview of a student's subject-level performance in English language arts/literacy and mathematics, as well as an overall score.
- The overall score determines a student's performance level.
- There are five performance levels, with the top three indicating an understanding of grade level standards and readiness for the next step in a student's educational development.
- Students district-wide are moving between levels consistently.
- Overall PARCC scores in English Language Arts continue to show an increase from 2015 through 2017.
- Overall PARCC scores in Math continue to show an increase in specific grade levels from 2015 through 2017.

**MINUTES OF SPECIAL MEETING OF THE BOARD
SATURDAY, SEPTEMBER 23, 2017
PAGE 4**

- Overall PARCC scores continue to show an increase in specific grade levels from 2015 through 2017.

The Superintendent shall continue to strive annually to have a majority of the school districts students increase their scores in Reading and Mathematics as measured by the Partnership for assessment of Readiness for College and Careers (PARCC).

- The Superintendent shall prepare or have prepared annually an E-Rate application for as long as it is offered to eligible schools in the State of Illinois.
- The Superintendent shall arrange to have relevant, Staff Development in order to increase the certificated and non-certified staffs' knowledge, performance and or skills set(s) for the purpose of achieving this goal.
- The Superintendent shall strive to have developed a formalized District Curriculum for Grades Kindergarten through the Eighth grades.
- The Superintendent shall continue to have all staff members' technology skills set evaluated and use the results to develop a plan for continued improvement of employee technology skills sets. **THERE WERE EVIDENCE OF COMPLETION FOR REVIEW BY MEMBERS OF THE BOARD**

Mrs. Marilyn Barnes shared Professional Development Adverse Childhood Experiences (ACES).

THE ACES ORGANIZATION PREVENT CHILD ABUSE AMERICA DEFINES RESILIENCE AS:

"The ability to thrive, adapt and cope despite tough and stressful times. Resilience is a natural counter-weight to Adverse Childhood Experiences. The more resilient a child is, the more likely they are to deal with negative situations in a healthy way that won't have prolonged and unfavorable outcomes. Resilience is not an innate characteristic, but rather is a skill that can be taught, learned and practiced. Everybody has the ability to become resilient when surrounded by the right environments and people".

**MINUTES OF SPECIAL MEETING OF THE BOARD
SATURDAY, SEPTEMBER 23, 2017
PAGE 5**

Mrs. Barnes shared that the District has developed a Resilience Team Action Plan for the 2017-2018 School Year. The vision for the District Resilience Team for 2017-2018 school year is to continue to bring awareness of Adverse Childhood Experiences (ACE's) to staff, and to make clear the impact ACE's have upon our students and the school community.

THE AMERICAN ACADEMY OF PEDIATRICS DEFINES TOXIC STRESS AS FOLLOWS:

“When a person experiences strong, frequent, or prolonged activation of the body's stress response systems in the absence of the buffering protection of a supportive, adult relation.”

The Ford Heights faculty and staff member took the ACES's Survey and Mrs. Barnes asked members of the Board to take the same survey. The Board did comply. Additional information will be forwarded to members of the Board during the upcoming school year.

GOAL 2 – SAFE AND SECURE SCHOOL ENVIRONMENT

- Continue to dialogue and work with local, state and national officials concerning steps, which schools can take, in order to foster a safe and secure school environment. **THERE WERE EVIDENCE OF COMPLETION FOR REVIEW BY MEMBERS OF THE BOARD.**

GOAL 3 – ANNUAL EVALUATIONS

- The Superintendent shall maintain or cause to have maintained a record of annual staff evaluations. **THERE WERE EVIDENCE OF COMPLETION FOR REVIEW BY MEMBERS OF THE BOARD**

Goal 4 – Facility Maintenance and Improvements

- The Superintendent shall evaluate with the assistance of the Assistant Superintendent and Director of Building and Grounds, an annual assessment of Operations and Maintenance internal operations, facilities and personnel and make recommendations for improvement to the Board as needed **THERE WERE EVIDENCE OF COMPLETION FOR REVIEW BY MEMBERS OF THE BOARD**

**MINUTES OF SPECIAL MEETING OF THE BOARD
SATURDAY, SEPTEMBER 23, 2017
PAGE 6**

MRS. CORETTA D. JACKSON, ASSISTANT SUPERINTENDENT OF BUSINESS ADMINISTRATION AND OPERATIONS PRESENTED THE TENTATIVE PROPOSED LEVY 2017.

TENTATIVE PROPOSED LEVY – 2017 AND FINANCIAL SUMMARY – ALL FUNDS

WHY NOW

- In 2017 the District spent \$2.8 million more than it received bringing the starting point for 2018 to \$5.2 million which is 51% of a year's spending.
- Balanced budgets for 2018 and 2019 are important to obtain market access.
- State of Illinois may have problems funding it's appropriates for education because of State pension liabilities.
- Little likelihood for more State Support
- Bills being discussed in Springfield complicate doing issues

STATE BUDGET DECISIONS SUGGEST SOME APPROPRIATES MAY NOT GET FULLY FUNDED & STATE TAX DECISIONS SUGGEST LITTLE CHANCE OF INCREASED STATE SUPPORT FOR CURRENT K12 IN FUTURE

STATE BILLS ARE BEING DISCUSSED TO LIMIT REFUNDING & CAPITAL APPRECIATION BONDS AS WELL AS OTHER BONDING CONSTRAINTS

STATE BUDGET DECISIONS BEING MADE AFTER LAYOFF NOTICE DAY MEANS STATE CHANGES TAKE A YEAR TO IMPLEMENT OFFSETTING POLICIES

BIGGER BALANCES ALLOW FLEXIBILITY TO RESPOND TO STATE DECISIONS

INTRODUCTION

- The District spent the last year cutting its budget to balance its budget.
- The District obtained a large increase in loss & cost.

The District is pro-actively seeking ways to ensure its financial health given potential future challenges stemming from the State budget crisis.

**MINUTES OF SPECIAL MEETING OF THE BOARD
SATURDAY, SEPTEMBER 23, 2017
PAGE 7**

LARGE BUDGET CUT SHOWS SCHOOL BOARD AND ADMINISTRATIVE STRENGTH

- **CHANGING EDUCATIONAL DELIVERY TO SAVE \$\$**

Changed Way Education Delivered in fifth and Sixth Grade by Using a Contained Classroom Approach So Could Eliminated two Teachers and Two Teacher Aides

Brought back some Special Education Students from Cooperative, Thereby Cutting Costs for Outside Tuition & Transporting Students to Cooperative.

- **BUDGET CUTS**

Eliminated Building & District Administrators

Obtained Salary Reductions from all Administrators

Replacements Being Paid Less

Reduced Health Insurance Cost by \$142,573

Renegotiated Bus Contracts by \$324,000

- **DISTRICT MANAGEMENT MAKES BEST OF OPTIONS**

**ILLINOIS SCHOOL DISTRICTS FACED WITH REACHING TAX RATE MAXIMUMS
HAVE LIMITED OPTIONS:**

Funnel operational dollars through the transportation and now education levy.

**MINUTES OF SPECIAL MEETING OF THE BOARD
SATURDAY, SEPTEMBER 23, 2017
PAGE 8**

- **INDUSTRIAL BASE**

Ford Heights has a major production facility located in District which feeds another nearby Ford Plant. Both plants have received massive recent Ford investments. Many of the largest taxpayers supply or service the Ford Facility.

Not Counting the Substantial Railroad Property Paying 7% of Taxes - 50% of 2016 EAV Owned by Eleven Companies.

Ford Poured Millions into improving its plant while getting its Assessment cut.

EAV declined mostly because of Ford reduced EAV means lower debt limits despite a basically unchanged industrial base.

DISTRICT REVENUE AND SPENDING

- **REVENUE**

LARGE TAX REFUND EXPLAINS MOST OF REVENUE DROP

THE PROJECTS FY 2017 ALMOST \$900,000 LESS THAN 2014 REVENUES

OVERALL REVENUES DOWN ALMOST 2 MILLION SINCE 2010 EVEN THROUGH LOCAL IS UP ABOUT A THIRD SINCE 2011

STATE & FEDERAL AID IS DOWN \$2 MILLION SINCE 2010 BUT LOCAL REVENUE HAS BEEN BACK TO 2010 LEVEL SINCE 2014

LOCAL REVENUE IS MUCH MORE THAN IN 2010

Local Revenue dropped in 2011 when the District's Special Levy Authorization Expired. Since then the District has increased its Bond Levy and has used the transportation Levy to Capture Inflation Increases Despite Declining EAV

**MINUTES OF SPECIAL MEETING OF THE BOARD
SATURDAY, SEPTEMBER 23, 2017
PAGE 9**

Ford's Total Tax Bill is Less than 2013 Level
FedEx's Tax Bill Follows a Similar Pattern to Ford's

- **EXPENSES**

**2.8 MILLION IN CUTS FROM REDUCING HEADCOUNT & SALARIES,
RENEGOTIATING CONTRACTS AND CHANGING EDUCATIONAL DELIVERY**

District is down 32 Personnel from 2014's 112

The district has continued efforts to cut cost in recent years.

- **DISTRICT REVENUE AND SPENDING GOING FORWARD WILL BE BALANCED.**

**ABOVE AVERAGE FUND BALANCE TO EXPENSES CONTINUED FOR FISCAL
YEAR 2016**

**ABOVE AVERAGE FUND BALANCE TO EXPENSES DROPPED TO
42% FOR FISCAL YEAR 2017**

- **CONCLUSION**

The District is seeing signs of economic recovery.

**The District consistently maintains funds balances well over 50%
of expenditures.**

**The District has chosen to be pro-active in preparing for its future
given uncertainty caused by the State's fiscal problem and budget
crisis.**

10. FOR YOUR APPROVAL

- A. Motion that the Board expressly finds that the Superintendent has completed all student performance and academic improvement goals established under his June 7, 2016 employment agreement

**MINUTES OF SPECIAL MEETING OF THE BOARD
SATURDAY, SEPTEMBER 23, 2017
PAGE 10**

and all addenda and amendments thereto to the satisfaction of the Board.

Motioned/Sherman; Seconded/Viverette

Roll Call: Ayes: Mitchell, LaWrence III, Viverette, Cook,
Sherman
Nays: None
Absent: Coleman, Hayslett
Abstain: None
5 ayes, 0 nays, 2 absent, 0 abstain, 0 present—motion carried

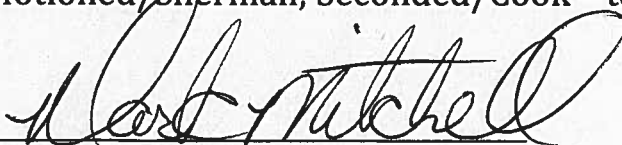
- B.** Motion to approve the Third Amendment to the Superintendent's June 7, 2016 employment agreement extending the June 7, 2016 by one year to terminate June 30, 2022, effective retroactively to July 1, 2017. The Superintendent is hereby hired and retained through and including June 30, 2022.

Motioned/Sherman; Seconded/Cook

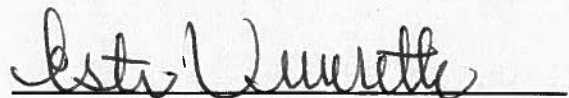
Roll Call: Ayes: Mitchell, LaWrence III, Viverette, Cook,
Sherman
Nays: None
Absent: Coleman, Hayslett
Abstain: None
5 ayes, 0 nays, 2 absent, 0 abstain, 0 present—motion carried

ADJOURNMENT - 1:03 P.M.

Motioned/Sherman; Seconded/Cook - to adjourn 1:03p.m.



Mark Mitchell, President



Ester Viverette, Board Secretary