

**Funding and Pension Rule Changes**

I think everyone anticipates that the pension changes will hit us on January 7 or 8. I sent out in last week's update the current status of the potential changes in the pension language.

This is what IASA knows about pension reform today:

We have become aware of a new bi-partisan pension reform bill that is scheduled to be introduced later today. The elements of the pension reform bill are a bit incomplete at this moment, but here are the major points as we understand them.

Bucket 1: 1) The health care choice provision for Tier I employees is gone.

2) The compounded COLA would only apply to the first \$25,000 of a pension annuity.

3) The compounded COLA would not go into effect until 5 years after retirement or age 67 whichever comes first.

4) The pensionable salary caps would either be the person's current salary or the Social Security wage cap, whichever is the higher.

5) The age of retirement would increase by 5 years for individuals under the age of 35, by 3 years for individuals between 35 and 40, and by 1 year for individuals between 40 and 45. No increase in retirement age for individuals older than 45.

6) The employee contribution to TRS would increase by 2%, up from 9.4%.

Bucket 2: 1) All Tier 2 employees would go into a cash balance plan.

Bucket 3: 1) The cost shift would occur at 0.5% per year for the employer normal cost.

2) There would be a funding guarantee from the State of Illinois much like we've described in the past where that pension obligations get paid directly after bonded debt payments.

3) As pension funding schedules are retired, those revenues would be redirected to continue to be paid into the pension system in an effort to reach sustainable levels.

4) The state would follow a GASB recommended 30 year ARC to reach 100% funding.

The effective date would be July 1, 2013.

**CEANCI**

I am waiting to see what the 12/14 CEANCI Board meeting brings to us regarding potential changes for the following year. As mentioned elsewhere, we are also working on increasing our agriculture course offerings.

### **Principal Evaluation Process**

We are moving forward with the new PERA driven principal evaluation process that includes at least two formal observations for each principal. The first round has been completed.

### **1:1 Device Preparation**

I met with Lindsay Abbeduto and the NBMS teachers to review some of their questions about moving forward with a 1:1 pilot in the fall. They had a couple of great ideas and will be using the January inservice day to hopefully visit some other 1:1 schools in the area. Most of them will be able to attend one or more days of the ICE conference in St. Charles in February. One of their biggest concerns was bandwidth, which I articulated was a major hurdle for us to address prior to the fall. We recently had to report to the state our situation for compliance with PARCC Testing, and we are significantly under prepared for PARCC as are many, if not most, other districts in the area.

### **NBHS ECRA Growth Data**

The attached documents are based upon the NBHS Fall MAP data. We will see more after the Winter Testing Window is completed in January. However, these scores show real improvements in our English instruction in 9<sup>th</sup> and 10<sup>th</sup> grades. If you have any specific questions, please let me know. Remember, only 9<sup>th</sup> and 10<sup>th</sup> graders take the MAP tests and historically, fewer high school students take MAP than in K-8 so the norms aren't as robust. That being said, the NBHS staff should be extremely proud of themselves.

### **Stadium Committee Update**

Attached are the most recent set of materials from the stadium committee.

### **School Calendar Survey**

We have posted a school calendar survey for the 2014/2015 School year on the District's Blog, Facebook and Twitter. Results will be provided along with our recommendations for that calendar at the January meeting. <http://www.surveymonkey.com/s/FMYCYJY>. So far about 120 people have responded.

### **Open Meetings Act Training**

A reminder, OMA Training must be completed by December 31, 2012 for all Board members. If you have completed the training, please send Dianne a copy of your certificate of completion.

<http://foia.ilattorneygeneral.net/Default.aspx> .

### **Spanish Classes for Staff**

I am working to provide staff with access to Spanish courses after school during the second semester. This came to me as a need from a number of staff. We have about 15-20 staff interested in the courses. I hope to work out a deal with either RVC or NIU. I originally approached Rockford College, but they were unable to meet our needs.

### **Truancy Support 9-12**

While working with the new NBHS administrators, the question arose as to why we didn't get ROE truancy support for grades 9-12. It appears that several years ago, it was determined we could do it ourselves and the superintendent at the time, turned down the ROE's program.

Grades K-8 are paid through a grant program. We are currently working out a contract with the ROE for second semester. That will cover up to ten hours a week for truancy services. As the definition of a chronic truant has changed, this is taking up more of our administrators' time than it should. The cost should be less than \$4000.

### **Special Education Staffing**

We are going to slightly reorganize the day for some of our middle level special education students who need additional resource time. That will require an additional special education aide at NBMS/UE, but we have been able to reorganize the NBHS staff to not fill a position we posted for NBHS in Sept/Oct. We are also going to bring in some additional training support for our Life Skills class at NBHS over the next few weeks.

### **Extending the Auditors' Contract**

SVC is our current audit firm and I have been pleased with their performance. I feel that they have given us good feedback and helped us improve our internal processes over the last three years. I have spoken with Ms. Boeke and others who find SVC to have been a similarly positive

experience. The terms outlined would include no increase for the 2012-2013 audit year and a \$500 increase per year after that. If this is a direction that the Board would like to continue, I will ask SVC to draft a three year contract to be approved in January.

### **Strategic Planning Update**

I am working on reviewing the Strategic Plan with the administrative team to review the progress made to date and in some cases making recommendations about changes/revisions/additions to the plan. The first areas of review will be the communications and technology sections of the plan.