



Glen Ellyn School District 41

Dr. Ann K. Riebock, Superintendent

PUBLIC NOTICE OF SPECIAL MEETING

NOTICE IS HEREBY GIVEN that the undersigned president of the Board of Education of Glen Ellyn School District 41, DuPage County, Illinois, has scheduled a special meeting of the Board of Education for Monday, March 12, 2007, beginning at 6:00 p.m. The meeting will be held at the District 41 Central Services Office located at 793 North Main Street, Glen Ellyn, Illinois. The purpose of and agenda for the meeting are as follows:

- I. Call to Order
- II. Pledge of Allegiance
- III. Roll Call
- IV. Public Participation
- V. Board Candidate Workshop:
 - A. Welcome and Introductions
 - B. District 41 Strategic Focus (Vision, Mission, Values and Long Range Plan)
 - C. Overview of Board Member Roles and Responsibilities
 - D. Board Member/Candidates: Share Hopes and Dreams
 - E. Q & A
- VI. Action Items:
 - A. Class Size Recommendations Attachment #1
 - B. Dental Plan Renewal Attachment #2
 - C. BSSI Services Renewal Attachment #3
- VII. Public Participation
- VIII. Adjourn to Closed Session to Discuss:

The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity and any other reason permitted by the Open Meetings Act.
- IX. Return to Open Session
- X. Action Item: Employment of an Employee
- XI. Adjournment

John J. Vivoda, President

Dated: March 8, 2007



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"DRAFT UNTIL APPROVED"



Board of Education Report

Glen Ellyn School District 41

Date: March 12, 2007

Title: Staffing Level Approval: Class Size Targets

Contact: Laurie Campbell and Phyllis Hanna

Background: In February, the Program Plan (Staffing) Level is set to be completed according to Board of Education Policy 4:10 AP.

Discussion: During the month of February, the administrative team has been working on the program plan and projected class size numbers for the 2007-2008 school year. The review process has included the following steps:

- Review of current student enrollment, class size and staffing levels
- Meeting with Karen Carlson, Lillie Abbott, and Jan Palmer to review and discuss status of special education, bilingual, ELL, and PreK Programs as well as proposed changes for the upcoming school year
- Meetings with each principal to discuss proposed class sizes and staffing levels for the 2007-2008 school year
- Adjustments to specific staffing patterns based upon feedback and input from above-listed meetings

We have continued to work on the 2007-2008 Plan with the assumption that our staffing level will remain staff neutral. As we continue our work on the program plan, we will review staffing needs with all programs and schools so as to work efficiently, yet without sacrificing quality for the students.

Based on our analysis of available space as well as equity across the district, we are recommending that the Board of Education adopt the following class size targets.

There is no change in the targets from the current year to the upcoming year.

- 20-22 students per class in grades K-2
- 23-25 students per class in grade 3
- 25-27 students per class in grades 4-5
- 26-28 students per class in grades 6-8

As we continue our work preparing the Program (Staffing) Plan for a March recommendation, we will continue to review program needs making modifications in order to maintain our staff neutral strategy.

Recommendation: The Administration recommends that the Board of Education approve the class size targets as presented for the 2007-2008 school year.

Glen Ellyn District 41
Enrollment/Staffing Estimates 2007-2008

Grade	2006-2007 Actual			2007-2008 Projected			Overall Sections Change	Overall Staffing Change
	Enrollment	# of Sections	Avg Class Size	Enrollment	Sections	Avg Class Size		
Lincoln								
K	104	5	20.80	104	5	20.80		
1	124	6	20.67	104	5	20.80	-1	
2	104	5	20.80	124	6	20.67	1	
3	102	5	20.40	104	5	20.80		
4	102	4	25.50	102	4	25.50		
5	97	4	24.25	102	4	25.50		
Total	633	29	21.83	640	29	22.07	0	0
Franklin								
K	116	5	23.20	116	5	23.20		
1	83	4	20.75	116	5	23.20	1	
2	96	5	19.20	83	4	20.75	-1	
3	92	4	23.00	96	4	24.00		
4	90	4	22.50	92	4	23.00		
5	114	5	22.80	90	4	22.50	-1	
Total	591	27	21.89	593	26	22.81	-1	-1
Churchill								
K	73	4	18.25	73	4	18.25		
1	108	6	18.00	73	4	18.25	-2	
2	113	5	22.60	108	5	21.60		
3	103	5	20.60	113	5	22.60		
4	95	4	23.75	103	4	25.75		
5	93	4	23.25	95	4	23.75		
Total	585	28	20.89	565	26	21.73	-2	-2
Forest Glen								
K	87	4	21.75	87	4	21.75		
1	77	4	19.25	87	4	21.75		
2	89	4	22.25	77	4	19.25		
3	92	4	23.00	89	4	22.25		
4	93	4	23.25	92	4	23.00		
5	83	4	20.75	93	4	23.25		
Total	521	24	21.71	525	24	21.88	0	0
Average								
K	380	18	21.00	380	18	21.00		
1	392	20	19.67	380	18	21.00		
2	402	19	21.21	392	19	20.57		
3	389	18	21.75	402	18	22.41		
4	380	16	23.75	389	16	24.31		
5	387	17	22.76	380	16	23.75		
Total K-5:	2,330	108		2,323	105		-3	-3

NOTES:
Kdg frozen at 2006-2007 level.
Next Year Enrollment is advancing of the current year enrollment.
Shaded cells indicate grade levels that would encounter a change.

Glen Ellyn District 41
Building Class Size Comparisons
Projected 2007-2008 Enrollments

3/6/2007

	Projected		Average Class Size		Bldg/ Dist Difference	Maximum Range	Bldg/Range Difference
	Enrollment	Sections	Building	District			
Kindergarten							
Lincoln	104	5	20.80	21.11	(0.31)	22	(1.20)
Franklin	116	5	23.20	21.11	2.09	22	1.20
Churchill	73	4	18.25	21.11	(2.86)	22	(3.75)
Forest Glen	87	4	21.75	21.11	0.64	22	(0.25)
Total	380	18					

1st Grade							
Lincoln	104	5	20.80	21.11	(0.31)	22	(1.20)
Franklin	116	5	23.20	21.11	2.09	22	1.20
Churchill	73	4	18.25	21.11	(2.86)	22	(3.75)
Forest Glen	87	4	21.75	21.11	0.64	22	(0.25)
Total	380	18					

2nd Grade							
Lincoln	124	6	20.67	20.63	0.04	22	(1.33)
Franklin	83	4	20.75	20.63	0.12	22	(1.25)
Churchill	108	5	21.60	20.63	0.97	22	(0.40)
Forest Glen	77	4	19.25	20.63	(1.38)	22	(2.75)
Total	392	19					

3rd Grade							
Lincoln	104	5	20.80	22.33	(1.53)	25	(4.20)
Franklin	96	4	24.00	22.33	1.67	25	(1.00)
Churchill	113	5	22.60	22.33	0.27	25	(2.40)
Forest Glen	89	4	22.25	22.33	(0.08)	25	(2.75)
Total	402	18					

4th Grade							
Lincoln	102	4	25.50	24.31	1.19	27	(1.50)
Franklin	92	4	23.00	24.31	(1.31)	27	(4.00)
Churchill	103	4	25.75	24.31	1.44	27	(1.25)
Forest Glen	92	4	23.00	24.31	(1.31)	27	(4.00)
Total	389	16					

5th Grade							
Lincoln	102	4	25.50	23.75	1.75	27	(1.50)
Franklin	90	4	22.50	23.75	(1.25)	27	(4.50)
Churchill	95	4	23.75	23.75	-	27	(3.25)
Forest Glen	93	4	23.25	23.75	(0.50)	27	(3.75)
Total	380	16					

Note:

Kdg enrollments frozen at the 2006-2007 level.

Projected enrollments for Gr 1 - 8 are 2006-2007 enrollments incremented one year.

Glen Ellyn District 41
 Class Sizes
 Hadley Junior High School Only

3/6/2007

Grade	2006-2007 Enrollment	# of Sections	Avg Class Size	Max Range	Comparison on Max to Actual	2007-2008 Projected Enrollment	Avg Class Size
Hadley - Core Subjects Only							
6	387	15	25.80	28	(2.20)	380	25.33
7	389	15	25.93	28	(2.07)	387	25.80
8	378	15	25.20	28	(2.80)	389	25.93
Total	1,154	45	25.64			1,156	25.69
Electives Only						Proj Sections	Avg Class Size
6	387	14.50	26.69	28	(1.31)	14.50	26.21
7	389	14.29	27.23	28	(0.77)	14.29	27.09
8	378	14.00	27.00	28	(1.00)	14.00	27.79
Total	1,154		26.97				27.03



Board Report

Glen Ellyn School District 41

Date: March 12, 2007

Title: Dental Plan Renewal – April 1, 2007

Contact: Phyllis A. Hanna & Laurie Campbell

Background:

The Dental Insurance plan currently offered to the employees of District 41 is up for renewal on April 1, 2007. The dental insurance plan is currently self-funded and administered by Benefit Systems & Services, Inc. (BSSI). The administration has met with the District Broker Consultant, Benefitdecisions™, to review the renewal premiums and administration fees. According to the current premium-sharing structure in place for all employee groups of District 41, the District as the employer pays 100% of the employee-only premium for dental coverage, and the employee pays 100% of the additional premium cost for dependent coverage.

Discussion:

Benefitdecisions has reviewed the self-insured dental plan in anticipation of the April 1, 2007 renewal date. It is their recommendation that this plan remain self-insured and that it continue to be administered by BSSI. They further recommend that the District renew this plan and administration services for a 15-month contract period, in order to align its renewal date with that of the District's medical plans. Upon review of the renewal rates, BSSI has proposed an increase in their administration fee from \$1.32/employee/month to \$2.00/employee/month. As part of their renewal research, Benefitdecisions approached two other dental plan providers to compare their fees to the increased administration fees proposed by BSSI. Based on this research, it is the opinion of Benefitdecisions that BSSI's proposed fee increase is reasonable and within the parameters of the current market for dental plan administration services that do not include a provider network (DHMO or DMO). A handout with the Benefitdecisions Observations and Recommendations is attached.

The renewal projections for dental claims for the upcoming policy year show that we have had good experience and that the projected claims to be incurred will actually be lower than they were anticipated to be for the plan year that is ending on March 31, 2007. Taking into account both the increased administration costs and the lower amount of claims anticipated to be incurred, we estimate that the plan could realize a premium reduction in the amount of 17%. When the concept of a premium reduction was discussed with Benefitdecisions, their recommendation was to reduce the monthly premiums no more than 10% at this time.

However, the Administration is recommending that we maintain the current premium rate and sharing structure. The Insurance Review Teams contractually required by AFSCME and GEEA agreements have just recently started their organizational processes. In our discussions and

Key Objective: Provide resources – people, time and money - to ensure the growth and development of our vision.



Glen Ellyn School District 41

review of plans offered by two other providers, we have seen the opportunity to make future plan enhancements without having to increase our premium rates, as long as we maintain those current rates. If we would reduce rates now, and then have to increase them to cover new plan enhancements, it could be counter-productive in the overall plan of administering benefits for our employees. In the interim, the self-funded dental plan would continue to build reserves that could be used to offset future plan enhancements and/or future cost increases. While both the Administration's recommendation and that of Benefitdecisions would continue to build reserves, implementing the Benefitdecisions recommendation could drive the rate down this year and then send it back up in the future, just possibly not as large a change in the premiums as would result from taking the full 17% reduction now.

Recommendation:

The Administration recommends that the Board of Education approve the renewal of the dental plan and its administration by BSSI as follows:

- Continue as a self-insured plan
- Renew the contract with BSSI for administrative services only for a 15-month term, April 1 2007 – June 30, 2008, at the rate of \$2.00/employee/month
- Maintain funding of the Dental plan at the current premium rates:

	Total Premium	Employee Share	Board Share
Employee Only	\$27.00/month	\$0.00/month	\$27.00/month
Employee + 1 dependent	\$68.00/month	\$41.00/month	\$27.00/month
Employee + 2 or more dependents	\$98.00/month	\$71.00/month	\$27.00/month

- Research plan enhancements, alternative plans, and/or plan designs for future renewal process

Key Objective: Provide resources – people, time and money - to ensure the growth and development of our vision.

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Observations & Recommendations

Observations:

- Dental claims have run 25% below the 4/1/06 - 4/1/07 plan year projection. Based on present enrollment it appears that the better than expected claim experience will generate a policy year surplus of \$83,134.
- Employees will likely fund 80% of total dental plan costs this year. District 41's stated target was to have employees fund 60% of total plan costs. Given the variable nature of self insured claims it is impossible to guarantee a cost sharing percentage on a prospective basis.
- Better than expected claims have produced a renewal projection that could reduce employee premiums. Our projection implies that GESD 41 could reduce employee rates by as much as 17% and still adequately fund the program (see page 3 Renewal Proj 2).

Recommendations:

- Renew BSSI Administrative Services Only (ASO) contract for 15 month period. Next anniversary on July 1, 2008 will coincide with medical renewal. BSSI fees are competitive and lower than fees proposed by other vendors.
- There is no need to consider plan design changes at this time, but we have included 2 proposals for review. Delta Dental of IL and Guardian have issued self insured proposals that warrant further evaluation and consideration.
- Employee contributions should be reduced as the employees' share of Dental plan costs is higher than communicated. Even though employee rates could be reduced by as much as 17% we do not recommend taking the full amount. We recommend consideration of a rate reduction ranging from 0% to -10% in addition to some plan design improvements.

Glen Ellyn School District 41

Dental Renewal - Self Funded

		9 Months					
	<u>Projected '06-'07</u>	<u>Annualized</u>	<u>Renewal Proj 1</u>	<u>Renewal Proj 2</u>	<u>Delta Dental</u>	<u>Guardian</u>	
Dental Claim Administration Fee	\$1.32	\$1.32	\$2.00	\$2.00	\$3.04	\$3.00	
Projected Claim Factor	\$65.91	\$48.93	\$53.82	\$53.82	\$37.59	\$41.89	
Projected Annual Cost	\$329,158	\$246,024	\$273,309	\$273,309	\$198,902	\$219,797	
Projected Runout	-	-	-	-	\$26,773	\$26,773	
Adjusted Projected Annual Cost	\$329,158	\$246,024	\$273,309	\$273,309	\$225,675	\$246,570	
% Change vs Projected	-	-25%	-	-	-	-	
\$ Change vs Projected	-	(\$83,134)	-	-	-	-	
% Change vs Current	-		11.1%	11.1%	-8.3%	0.2%	
\$ Change vs Current	-		\$27,285	\$27,285	-\$20,349	\$546	
Fully Funded Premium Equivalents							
Single	124	\$27.00	\$20.18	\$22.42	\$22.42	\$18.51	\$20.18
Single+1	125	\$68.00	\$50.83	\$56.47	\$56.47	\$46.61	\$50.83
Family	159	\$98.00	\$73.25	\$81.38	\$81.38	\$67.17	\$73.25
Annual Gross Cost		\$329,160	\$246,025	\$273,339	\$273,339	\$225,605	\$246,025
Employee Premiums							
Single	124	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Single+1	125	\$41.00	\$41.00	\$41.00	\$34.05	\$28.10	\$30.64
Family	159	\$71.00	\$71.00	\$71.00	\$58.96	\$48.66	\$53.07
Annual Employee Cost		\$196,968	\$196,968	\$196,968	\$163,571	\$135,001	\$147,221
Employee % of Actual Cost		60%	80%	72%	60%	60%	60%
Difference		\$132,192	\$49,057	\$76,371	\$109,768	\$90,604	\$98,805

Glen Ellyn School District 41

Dental Plan Designs

	Current	Delta Dental			Guardian	
Plan Type	Traditional	Triple Option PPO			Standard PPO	
Type of Service	N/A	Preferred	Premier	Non-Pref	PPO	Non-PPO
Single Deductible	\$100	\$100	\$100	\$100	\$50	\$100
Family Deductible	\$300	\$300	\$300	\$300	\$150	\$300
Preventive	100%	100%	100%	100%	100%	100%
Basic	80%	80%	80%	80%	80%	80%
Major	50%	50%	50%	50%	50%	50%
Orthodontia	50%	50%	50%	50%	50%	50%
Annual Maximum	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Ortho Maximum	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000



Board Report

Glen Ellyn School District 41

Date: March 12, 2007

Title: Benefit Systems & Services Contract Renewal – April 1, 2007
Section 125 Plan Administration and
COBRA Election Notification Services

Contact: Phyllis A. Hanna & Laurie Campbell

Background:

Benefit Systems & Services, Inc. (BSSI) currently provides administrative services for the District's Section 125 Plan/Medical Reimbursement and Dependent Day Care Accounts. An employee's enrollment in either of these Section 125 plans is optional. BSSI's administrative fee structure for these plans is based on a monthly fee assessed per enrolled employee, as a payroll deduction that begins upon the employee's optional enrollment. As part of the same contract, BSSI also currently provides administrative services for the District's COBRA Election Notification Services, for which a fee is assessed to the District only when the notice is issued to a terminated employee or dependent. The District's contract with BSSI for these two types of administrative services is up for renewal effective April 1, 2007.

On a separate contract, BSSI also currently provides Administrative Services Only (ASO) for the District-sponsored self-insured Employee Dental Plan. This ASO contract is also up for renewal on April 1, 2007, and is being addressed in a separate Board Report.

Discussion:

The District Broker Consultant, Benfitdecisions,TM has contacted BSSI on behalf of the District requesting a quote to renew the contract for these services for a 1-year term effective April 1, 2007. BSSI has agreed to renew this contract for a 1-year term at no change in its administrative fees. Benfitdecisions has recommended that we renew these services with BSSI.

Recommendation:

The Administration recommends that the Board of Education accept the contract renewal with BSSI for Section 125/Medical Reimbursement and Dependent Care Account Management and the COBRA Election Notification services, at no change from the current contract fee structure. The monthly per employee rates are and will continue to be the following:

Medical Spending Account	\$4.95/month payroll deduction per employee enrolled
Dependent Day Care Account	\$5.30/month payroll deduction per employee enrolled
COBRA Election Notice	\$11.55/notice issued

Key Objective: Provide resources – people, time and money - to ensure the growth and development of our vision.