



BOARD Buzz

Thomas Middle School
1430 N. Belmont Avenue
October 17, 2019



SOCIAL

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RECOGNITIONS & WELCOMES

Congratulations to the South Middle School Golf Club! Seven golfers participated in the IESA Section Tournament and four players qualified for the IESA State Tournament. These students were recognized at the meeting.



TAKING ACTION

Department of Business & Finance

Resolution for the Continuation of Various Insurance Coverages for the 2020 Calendar Year

APPROVED

Department of Business & Finance

Resolution to Regulate Expense Reimbursements

APPROVED

GCG Financial (GCG), the district's insurance broker, presented the insurance renewal for 2020 to the insurance committee on September 24, 2019.

Approval highlights:

Medical Insurance: District 25 made some significant changes in 2017 to help control costs for the overall insurance plan, as well as the employees. The changes had a positive impact on claims and because of this the Insurance Committee had no recommended changes to the health insurance plans for 2020.

The Local Government Travel Expense Control Act requires all local public agencies to regulate the reimbursement of all travel expenses in both the amount and type of reimbursement requested. The Board has passed a resolution each year to comply with this law.

The District already has administrative procedures in place that have limits on per-diem reimbursement amounts for all types of reimbursable expenses.



INFORMATION ITEMS

Department of the Superintendent Superintendent Lori Bein, Ed.D.

HumanEx Presentation - Visit www.sd25.org/BOEMeeting to view the results of the HumanEx survey. HumanEx is a staff culture survey that was open and available for District 25's staff to take earlier this month. This survey aims at capturing how the District 25 staff feels about both their work climate and their work culture.

Dr. Bein explained to the Board why she decided to bring this survey to the District: "For the past five years, I've been trying to encourage staff to 'be the teachers you came here to be' and challenging them to think about 'what would you do if you weren't afraid'. I believe strongly that a trusting, safe, professional environment is what impacts innovation, positive risk-taking, and self-initiated commitment to doing the best one can. Ultimately, when teachers are confident to do their very best, students benefit. Moreover, when teachers and administrators and all staff members trust each other and believe in interdependent collaboration, the whole community benefits."

The District partnered with HumanEx to put data descriptions into its beliefs about the work culture.

Results: All 15 Dimensions were measured on a five point scale. None of District 25's fell below an accumulative 4.1.

The top five dimensions are:

- 1) Engaged-Inspired 2) Proudful 3) Continuously Improving 4) Quality 5) Satisfaction

District 25 will work with HumanEx to use the data to inform actions that will improve climate/culture.

"These results ought to be celebrated. The data is clear that our staff feels engaged and inspired to come to work. It's also good that there will be another survey next year to gain an even deeper perspective on our staff:"

- Board Vice President, David Page,