



WASHINGTON COMMUNITY HIGH SCHOOL



BOARD BRIEF

The Washington Community High School District #308 Board of Education consists of seven members who are elected by the community to serve a four year term.

UPCOMING EVENTS

Regular Board Meeting
March 13 (7:00 PM)

February 2017 Board Meeting Summary



Highlights of Reports and Discussion Items

The following items were presented to the board:

New Board Member Oath of Office – Christopher Armstrong was sworn in as a new member of the WCHS District #308 Board of Education. He replaces Kim Flanders. Welcome to the board Chris!

Department Report – Deanna Zehr presented a [Counseling Department update](#). The department reported many accomplishments including a more prominent presence at parent teacher conferences, college application days, checklists to help students and parents stay on track with academic pursuits, transitioning from ACT to SAT, and Molly Drenckpohl's recent Target Grant of \$600. Deanna also shared that the WCHS Counseling office meets with every student directly to understand their goals to ensure they are taking the right classes – a service very few schools offer. The department is also data driven, using information they gather to improve current services or create new ones. In the future, the department will look for even more opportunities to take students on college visits or post-secondary experiences and continuously improve services to meet the needs of the growing student enrollment.

Financial Report – Dr. Joe Sander presented an overview of the financial status of the school. Expenditures in the Education, Building and Transportation Funds continue to track tracking as expected for this time in the year. In the past month, most expenses related to the baseball field have been closed. Departmental budgets books for the 2017-18 school year are available. A complete overview of the FY 18 budget cycle can be at www.wacohi.net > District 308 tab.

Student Success Dashboard Update – Dr. Kyle Freeman provided a [status update](#) for the nine areas of the student success dashboard. Overall, the information is in line with expected results after first semester. Attendance is trending a little low due to more illnesses this school year. The percent of students participating in actives is also a little low, but should increase to more normal rates once spring activities are added. The student success dashboard and information about a snapshot of WCHS graduates can be found at www.wacohi.net > District 308 tab > Student Success Dashboard.

Board Committee Reports

[Finance Committee](#) – Discussion included establishing the 2017-2018 budget, transfer of funds that will take place at the March meeting and the authorization to seek bids for worker's compensation insurance.

[Facilities Committee](#) – The new maintenance director shared information about a holistic maintenance program and software package. The majority of the meeting was spent discussing building utilization and long term facility planning to meet the needs for projected student growth. The group also discussed if there is space in the right place for higher use areas such as the lunch room, core subject areas, science labs, band and choir rooms, etc. Also discussed was the possible repair of the Wilmor parking lot.

[Insurance Committee](#) – The group discussed changing to a fully funded plan, but after information was reviewed, they decided to remain self-insured. The group is currently working on the PPO contract due at the end of May and also exploring any additional network discounts with the broker.

School Board Policy and Curriculum Committees – Did not meet.

Highlights of Reports and Discussion Items (Cont'd)

Administrative Salary Structure – The [Compensation Philosophy and Strategy presentation](#) was shared to explain how WCHS administrators are compensated. In 2016, the board began working with a compensation consultant to assist them with validating the current compensation process. The goal of the board was to establish a compensation philosophy and strategy that ensures the process is fair, consistent, based on market data and reflects the board's commitment to the administration team. The primary area of focus after establishing the philosophy was reviewing market data for schools of similar size and establishing salary ranges. The board chose the 55th percentile when establishing salary ranges, which is slightly above market. This was consistent with the philosophy of attracting talent and rewarding professionals for their work. The majority of WCHS administrators are currently paid below the midpoint, so this validates that the current compensation process was not grossly above market. Administrator pay will not automatically be increased to meet the new salary midpoints on July 1. The normal process of performance reviews and proposed salary increases by the superintendent will continue. The new ranges provide a market based pay range that is consistent and repeatable. Market data will be reviewed again in the fall of 2017.

Wilmor Parking Lot – The facilities committee is discussing necessary repairs to the Wilmor parking lot. An engineering assessment outlined that the damage to the parking lot was sustained by heavy equipment parked in the lot during the first two months after the tornado. The majority of the project would be funded by a grant of \$140,000 from the Washington Illinois Area Foundation Fund. The committee estimates an

additional \$60-70K may be necessary to complete the entire project. Next steps include estimating how much additional money will be necessary for contractor services and project specifications that include proper water drainage from the parking lot. If the project is finalized and approved, work would begin late June or early July.



Highlights of Action Items

The following items were approved:

Personnel – The Board of Education approved the following personnel changes that can be found in [Section 9.1](#):

Hiring certified personnel - Nicole Zasada, School Counselor; David Babcock, Long-Term Sub (Social Studies) and Larry Spialek, Long-Term Sub (Counseling).

Hiring non-certified personnel - Melissa Bara, Jodi Huffman-Frazee and Adair Feather, Part-Time Nurse Substitutes.

Leave Requests - Laura Wiggers, Social Studies Teacher and Jamie Martin, Art Teacher.

Job Description: Secretary to the District Director of Special Education.

Disposition of District Property – The board approved the disposition of [marching band uniforms](#) no longer needed by the school.

School Lunch – The board approved an increase in school lunch prices for the 2017-2018 school year. Student lunches will be \$3.00 from \$2.75 and adult lunches will be \$3.50 from \$3.35.

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Links of interest



[Finance Report](#)



[January approved minutes](#)



[Board agenda and minutes](#)

The information in this document is intended to be a general summary of the board meeting results and does not include all topics discussed. If there is a discrepancy between this summary and the official board meeting materials, the official documents prevail.