

MINUTES OF THE **Regularly** scheduled MEETING OF THE BOARD OF EDUCATION OF STAUNTON COMMUNITY UNIT DISTRICT #6, Macoupin and Madison Counties, Illinois, held in the school Library on Tuesday, February 20th, 2018 at 5:00 p.m.

I. Call to Order Regular Meeting

A. Welcome/Pledge of Allegiance/Roll call

President Chris Tingle called the Regular Meeting of the Board of Education to order at 5:00 pm in the school Library. Roll was taken: Board members Janice Kinder, Dave Lamore, Stephanie Legendre, John Renner and Chris Tingle were present. Kim Peterson and Scott Skertich absent. Administration in attendance were Superintendent Dan Cox, High School Principal Brett Allen, Grade School Principal Nancy Werden, and assistant principal Ryan McGowan.

B. Approval of agenda

Kinder made a **motion** to approve the regular agenda as presented. Lamore seconded the motion. On a roll call vote: Kinder, Lamore, Legendre, Renner, and Tingle voted to approve the agenda as presented. Peterson and Skertich absent.

II. Recognition of Public/Visitors

President Tingle acknowledged Kelly Costa, reporter from the Staunton Star Times, SHS students Honor Baker (and her parents) and Ariana Coan (who were selected to participate in the Future Music Educators Seminar), Choir Director Debra Costello, Band Director Brian Lotter, and Jarad Schulte.

III. Consent Agenda

A. Approval of Bills/Payroll/Treasurer's Report

B. Approval of Minutes Regular and Closed from January 2018

C. Approval of Personnel Report:

a. Approval of recommendations for hire- James Boyer

b. Approval of SHS Asst. Track Coach- Adam Schulte

c. Approval of Volunteers-

1) Jarid Schulte-SHS Asst. Track

2) Josh Heltsley- SHS Asst. Track

d. Approval of Substitutes

1) Ron Ooten-Bus Driver

2) Beth McNaughton-Cook

e. Recognition of Resignation(s) and Retirements-

1) The Board recognizes the resignation of Zac Ferguson as 7th Grade Boys Basketball Coach with thanks for service.

2) The Board recognizes the retirement of Ginny Flemming effective the end of the 2017-2018 school year with thanks for service.

3) The Board recognizes the resignation Doug Schilling, Ag Teacher, effective the end of the school year with thanks for services

f. Approval of Employee unpaid leave of absence-Diane Dal Pazzo for a general unpaid leave of absence effective February 21, 2018 through March 19, 2018

g. Approval of Paternity Leave request- Kyle McBrain beginning the day the baby is born (expected date April 30th); he will use five sick days

D. Acceptance of Donations-None

E. Destruction of Closed Session recordings older than 18 months

Superintendent Cox recommended the approval of the consent agenda as presented. Lamore made a **motion** to approve the consent agenda as presented. Tingle seconded the motion. On a roll call vote:

Kinder, Lamore, Legendre, Renner, and Tingle voted to approve the agenda as presented. Peterson and Skertich absent.

IV. Administrator Reports

The Board recognized SHS students Honor Baker and Ariana Coan who were selected to participate in the Future Music Educators Seminar. The students were two of 56 total students throughout the state selected for this honor.

A. Principal reports

Grade school Report- Nancy Werden

- **Girls' Volleyball** -The Girls' Regional Volleyball games will be at the end of this month for the 7th grade girls and the beginning of March for the 8th grade girls.
- **Olympiad**-Our students in the elementary and junior high competed in the Olympiad that the Regional Office organized this month. Grades 3-8 competed in teams of four. These competitions are a good way for students to work in teams and solve problems using reasoning skills, designing and building structures, and learning how to solve problems in new and innovative ways. Our 3rd Grade team won first place. She congratulated all students who competed.
- **PARCC Testing**-PARCC Testing will begin the second week of March and run through the first two weeks of April.
- **UPCOMING EVENTS:**
March 1-Café Night for community and parents.
March 9-Student Council Dance
5K will be March 16, 2018 at 1:00p.m.

High School Report- Brett Allen

- FFA Week is underway (Feb 20th – Feb 23rd)
Monday – No School
Tuesday – Muddiest Truck Day / Camo Day
Wednesday – Case vs John Deere / Drive Your Tractor to School Day
Thursday – Faculty Appreciation Day / FFA T-Shirt Day
*Lunch will be provided to all high school teachers in the Ag Shop
Friday – Flannel Friday
- * Mini Ag Lessons took place for the Elementary Students
- He congratulated the SHS Red Roses dance team for competing in the State Competition in Springfield at the Convention Center on Saturday, February 10th.
- Students have completed the registration process for next school year. Mrs. Cress and he will start developing the schedule and deciding on the course offerings over the next few weeks.
- He congratulated our senior students who participated in the Senior Gifted Olympiad that took place in Carlinsville on February 13th. One of our teams, made up of the following students: Rose Milcic, Kailyn Meyers, Alexis Cox, and Jacob Masinelli, finished in 2nd place. They were in competition with over 30 other teams in ROE #40.
- The SHS Trap Team is gearing up for the upcoming season and Coach Brian Johnston was recently interviewed by "Pull Magazine" about our team. The team is currently completing their mandated safety trainings before starting competition.
- The Bulldog Business Club took its annual field trip on Wednesday, February 7th with 33 students in attendance. The group toured the Phillips 66 refinery in Roxana before heading to Bethalto's St. Louis Regional Airport where they toured the grounds and the hangars at West Star Aviation.
- The SAT will be given at Staunton High School on Saturday, March 10th. Students can sign up on the College Board's website or they can see Mrs. Cress for more information.

- The Communications Committee is hosting a Community Café for all members of the Staunton Community on Thursday, March 1st at 6:30 PM in the School Library. Topics to be discussed include: Bullying/Safety in Schools, “Did You Know?” about Staunton Schools and the Community, & Important Resources in our area. If interested in attending, please RSVP to the office or at the following link: <http://bit.ly/RSVPcafe>
- He congratulated Grace Nichols and Brady Kinder for being nominated to the IHSA All-State Academic Team this year. The students have submitted the necessary materials and are now in the running for a scholarship based on the nomination.
- The National Honor Society Induction Ceremony will be held at 7:00 PM in the Auditorium on Wednesday, March 7th.
- The Spring Choir Recital will be held on Thursday, March 8th at 7:00 PM in the Auditorium.
- The NHS Ironman Volleyball Tournament is scheduled to take place on Friday, March 9th at 6:00 PM in the Main Gym.
- Guest Speaker Aaron Thomas will speak to the students of SHS and SJHS at 1:50 p.m. on March 12th and will speak to the community and coaches at 6:30 p.m. in the High School Auditorium.

B. Superintendent Dan Cox

1. Discussion of IASB Spring Division Meeting

Mr. Cox told the Board that the Kaskaskia Division Spring Meeting will be held March 27, 2018 at North Mac High School. The featured speaker will be Roger Eddy, Executive Director of ISAB.

2. Review of Freedom of Information Act requests

The Board reviewed the freedom of Information Act requests from Ms Kristine Barnard asking for information on a financial report given to the Board concerning the decision to put the 1% sales tax referendum on the March 20th ballot and Jim Tyrrell representing Prairie Wire.

Safety and Security

Mr. Cox reiterated that the safety and security of our staff and students is a top priority for the District. He told the Board that Administration is continually working on ways to review and improve on safety/security measures. Additionally, opening up lines of communication between the schools, community, and stakeholders is important to the district. In the coming days, weeks, and months we will be reviewing our plans and making any recommended changes and/or enhancements to the Board.

Finance

The first quarter MCAT payment for FY 18 was received by the District last week. Tier money through the evidence-based funding model has yet to be distributed but is still reported by ISBE to be on target for distribution in April. Mr. Cox, along with superintendents from Bond Co. and Southwestern, testified to the House of Representatives Elementary and Secondary Education Committee in January regarding the clean-up language and the Governor’s amendatory veto of SB444. That veto has since been overridden and is a welcome relief. A new bill, HB 5812, was filed today and was a trailer bill to SB1947 that includes clean up language in order for ISBE to distribute funds. He stated that the superintendents need to review this bill in more detail but at first reading it appears as if the 15 items included are necessary and with little to no controversy. On Valentine’s Day the Governor issued his budget address. The Governor’s proposal is yet another blow to public education in Illinois. Most students in Illinois, including Staunton, go to schools whose classrooms remain well below adequate funding levels. Schools have yet to receive any dollars from the new funding formula. The budget proposal reduces year-over-year investment in education and shifts costs to districts, increasing inequity and inadequacy and reliance on local property taxes. Money shifted to pensions means fewer dollars for classrooms and reduces the capacity of some schools statewide to implement the evidence-based practices which help students achieve academically. This proposal, when factoring in inflation, would result in a \$500 million decrease in funding which would negate the effects of

the new evidence-based formula. Furthermore, the proposal breaks from the core principles of equity and adequacy for school districts. The proposal does not:

1. Recognize individual student needs;
2. Account for differences in local resources;
3. Close funding gaps and keep them closed;
4. Provide a stable, sustainable system that gets all districts to adequacy over time;
5. Ensure no district loses money.

Teacher Shortage

The Staunton School District is part of a diverse coalition of teachers, K-12 administrators, higher education institutions, and advocacy organizations that have come together to call on leaders to address the state's urgent need to increase the number of teachers and to elevate the teaching profession in 2018 and beyond.

The coalition, *Teachers for Illinois' Future: Investing in teachers for all students today and tomorrow*, has a vision that all students, especially those who need the most, have access to the teachers they need to prepare them for college and career. Over the last decade, the supply of future Illinois teachers has tightened. This shortage varies by region and subject area and is most acute outside of the Chicagoland area in rural and suburban districts. The subjects where this shortage is most severe include special education, bilingual, high school STEM, and career and technical education. The supply of quality teaching candidates simply isn't meeting the demand- especially in rural Southern Illinois. He told the Board that we must think outside the box to draw more people into the profession. The Teachers for Illinois' Future coalition is a collaborative effort to:

- Ensure students have the teachers they need in order to learn.
- Support teachers' growth from exploration of profession and throughout their career.
- Increase the respect for and the desirability of the teaching profession.
- Provide school and program leaders with systemic flexibility to meet their students' needs.

V. Financial Report

A. Informational Discussion of Madison County 1% School Facilities Occupation Tax

On March 20, 2018, the voters of Madison County will be asked to approve a proposal to provide funding to all county school districts through a 1-cent sales tax increase (similar to the 1-cent tax increase previously approved by the voters of Macoupin County). The revenue from this sales tax can only be used to maintain and improve school facilities or to make payments on existing bond debt and **cannot be used for salaries and benefits.**

The sales tax revenues **can be used** for:

- New or remodeled school facilities
- Additions and renovations
- Land acquisitions
- Safety and security improvements
- Energy efficiency
- Paying off building bonds
- Architectural planning and engineering
- Durable Equipment

The sales tax revenues **cannot be used** for operating costs such as:

- **Salaries and benefits**
- Instructional costs
- Textbooks and computers
- Moveable equipment
- School Buses
- Operating Costs

Unlike many types of sales tax, this specific tax does not tax items that many people think to be essential to families, and especially, senior citizens.

The increased sales tax **does not** apply to:

- Cars, trucks, ATV's boats, and RV or mobile homes
- Unprepared food (groceries)
- Medicine including prescriptions drugs and over the counter drugs
- Farm equipment, parts and farm inputs
- If it is not currently taxed, it will not be taxed

During the summer of 2017 Staunton CUSD #6 completed much needed maintenance work to roofing, building envelope, and HVAC in many areas throughout the District. The same improvements are needed at the 1924 section of the high school immediately. The 1-cent sales tax would allow the district to begin the much-needed improvements at the high school and ensure the facilities provide a safe, secure and comfortable learning environment for generations to come. Revenues from the sales tax from Madison County are based on \$595/student. The estimated revenue for the district based on 430 students residing in Madison County is \$174,000.

VI. Unfinished Business

A. Consideration and possible action to adopt Latin Honor System at SHS

The Board discussed the merits of implementing a Latin Honor System for honoring graduates and eliminating the designations "valedictorian" and "salutatorian." In the future graduates will be recognized by the following criteria:

- Summa Cum Laude 4.0 - 3.90
- Magna Cum Laude 3.89 - 3.80
- Cum Laude 3.79 - 3.65

Class rank will still be calculated at Staunton High School, as this can be important in students applying for specific scholarships. Mr. Allen told the Board that those students who achieved a 4.0 GPA will be eligible to give the graduation speech (a student would not be required to give a speech). The superintendent recommends approval of implementing the Latin Honor System. Tingle made a **motion** to adopt the Latin Honor System at Staunton High School. Kinder seconded the motion. On a roll call vote: Kinder, Lamore, Legendre, Renner, and Tingle voted to approve the implementation of the Latin Honor System. Peterson and Skertich absent.

B. Discussion of Food Management Services

The Board discussed the progress and timeline for developing an invitation for bid for meal services contract. The Superintendent is developing the process for approval for state review (takes 28 days) and then the District can extend the invitation for bids. A study by OPAA showed that we lost \$116,434 in the cafeteria in 2014-2015, lost \$40,309 in 2015-2016, and lost \$ 69,486 in 2016-2017. 42% of our students purchase lunch but only 15% purchase Breakfast. OPAA, based on previous experience, told the District that a 20% increase in overall participation is not out of the question. A 10% increase in lunch/breakfast would generate \$30,000 for the District. Mr. Cox has spoken with the current cafeteria workers and informed them that there will be four different District Employee models for the school to choose from: 1) we keep our current cooks, 2) we can move the cooks to the food management program, 3) a blend of the above two, or 4) a 'transition over time' model (we keep current employees until they retire and newly hired replacement employees will be OPAA employees). The fourth method is the option that 9 out of 10 Superintendents choose. We currently have three employees who are IMRF eligible, whereas the remaining cooks do not work enough hours to be eligible. Mr. Cox told the Board that, as of now, most employees were thinking they would switch over to be hired by the company. The employees who are in IMRF, are leaning toward staying as they are presently employed.

B. Acceptance of Fuel Bids

The District annually submits requests for bids on fuel for the District transportation fleet. In order to obtain the most favorable pricing the cooperative bids with Mt. Olive, Gillespie, and Bunker Hill, coordinated by the District. The superintendent recommends approval to accept the bid for fuel for the district transportation fleet from M&M Services as presented.

Kim Peterson entered the meeting at 5:34.

Tingle made a **motion** to accept the bid for fuel for the district transportation fleet from M&M services as presented. Renner seconded the motion. On a roll call vote: Kinder, Lamore, Legendre, Peterson, Renner, and Tingle voted to accept the bid from M & M Services. Skertich absent.

C. Approval of Intergovernmental Agreement with the State of Illinois/Department of Natural Resources for the A.R. Graiff School Demolition Project

Approximately two years ago the district was approved to receive a public safety grant through the IDNR to demolish A.R. Graiff School due to the public safety hazard it presents due to mine subsidence. Because there was a state budget impasse no funds were released during that time. Now that there is a state budget the District has been notified that funds have been released. The District will have until June 30, 2018 to access the funds and complete the project. The superintendent recommends approval of the Intergovernmental Agreement with the State of Illinois/Department of Natural Resources for the A.R. Graiff School Elementary School Demolition Project. Tingle made a **motion** to approve the Intergovernmental Agreement with the State of Illinois/Department of Natural Resources for the asbestos abatement and the A.R. Graiff School Demolition Project. Renner seconded the motion. On a roll call vote: Kinder, Lamore, Legendre, Peterson, Renner, and Tingle voted to accept the Intergovernmental Agreement with the State of Illinois/Department of Natural Resources for the A.R. Graiff School Demolition Project. Skertich absent.

D. Acceptance of A.R. Graiff Demolition Bids

Ten bids (ranging from a low of \$194,695 to a high of \$343,000) were submitted for the asbestos abatement and demolition of A. R. Graiff Elementary School. The superintendent, upon the advice of Farmer Environmental Services, LLC, recommends we accept the low bid of \$194,695 from General Waste Services, Inc. for the asbestos abatement and demolition of A.R. Graiff Elementary School pending approval of the Intergovernmental Agreement. The District will be responsible for the planning, paperwork, Architectural cost, etc. (a cost estimated to be about \$45,000). Demolition is expected to begin in two to three weeks. The Board will then decide what to do with the land. When asked about the possibility of reentering A. R. Graiff (after asbestos has been removed) to remove items that could be sold or given to those who would like to have a token remembrance of the building, Mr. Cox told the Board that Farmer Environmental Services, LLC, the firm hired to oversee the project, advised him that any items removed from the asbestos contaminated building must be cleaned and decontaminated individually, at an additional cost to the District (in addition to the original bid). Kinder made a **motion** to accept the low bid of \$194,695 from General Waste Services, Inc. for the asbestos abatement and demolition of A.R. Graiff Elementary School. Peterson seconded the motion. On a roll call vote: Kinder, Lamore, Legendre, Peterson, Renner, and Tingle voted to accept the bid from General Waste Services. Skertich absent.

E. Approval of updates and revisions to Board of Education Policies

This was tabled until the Superintendent could continue to review the updates and revisions with the lawyer.

VII. New Business

A. Discussion of potential donation for Digital Marquee at Staunton High School

Via the Education Foundation, Mr. Walter Spotte has generously expressed interest in donating a digital marquee in front of Staunton High School. His only request is that a plaque stating "Donated by Walter

Spotte” be placed below the marquee. Quotes range from \$30,000 to a bid from NEVCO for a one-sided LED Display at a cost of \$16,000. These Boards only have a life expectancy of approximately 15 years. Mr. Cox will contact Mr. Spotte to inform him of all this information before proceeding.

B. Discussion of Teaching Position Postings

Following discussion with the Board the Superintendent is recommending to post for two teaching positions: Special Education and Elementary Teaching. Both positions to be posted were eliminated in past years due to financial considerations. The Board has taken steps to reduce deficit spending and is on track to balance the budget. A gap analysis of evidence-based funding based on 26 elements for best practice, student needs, and district finances were used to determine the recommendations. The Superintendent recommends moving Bonnie Trettenero to a full time Title position and hire a new Special Ed teacher. He also plans to hire a new fifth grade teacher because class size will be over thirty students per class next year.

VIII. Roll call to go into Closed Session of Purposes defined in:

Legendre left the meeting at 5:58 p.m.

Lamore made a **motion** to go into executive session at 5:59 pm in the unit library. Renner seconded the motion. On a roll call vote Kinder, Lamore, Peterson, Renner, and Tingle voted to go into executive session (Legendre and Skertich absent) to discuss:

- A. 5ILCS 120/2(c)(1)- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body.**
- B. 5 ILCS 120/2(c)(10)- The placement of individual students in special education programs and other matters relating to individual students**
- C. 5 ILCS 120/2(c)(11) – Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered the minutes of the closed meeting**

Roll call to Open Session

Lamore made a **motion** to return to the regular order of business at 6:31 p.m. Tingle seconded the motion. On a roll call vote Kinder, Lamore, Peterson, Renner, and Tingle voted to return to the regular order of business. Legendre and Skertich absent.

Kinder left the meeting at 6:32

IX. Action as a Result of Closed Session

A. Approval of Sequence of Honorable Dismissal List

Teacher evaluations have been completed. The Board was presented the SHD list reflecting teachers by grouping. This list will need to be approved by the Board. No reductions in force are planned. The Superintendent recommends approval of the Honorable Dismissal List. Tingle made a **motion** to approve the Honorable Dismissal List as presented. Renner seconded the motion. On a roll call vote Lamore, Peterson, Renner, and Tingle voted to approve the dismissal list as presented. Kinder, Legendre, Skertich absent.

B. Consideration and possible action to expand part time IT Assistant to Full time position

Approximately 9-12 months ago the Board discussed the possibility of increasing Austin Holloway’s hours to full-time. The discussion was tabled because of the budget impasse and pending teacher contract negotiations. With the ever increasing and wide-ranging technology needs, adding tech support is becoming increasingly critical. Mr. Cox recommends Austin be approved for 2080 hours (12 months) at \$16.00/hour = \$33,280 annually. Tingle made a **motion** to approve the hiring of Austin Holloway for 2080 hours (12

months) at \$16.00/hour. Lamore seconded the motion. On a roll call vote Lamore, Peterson, Renner, and Tingle voted to approve the hiring of Austin for the full-time position. Kinder, Legendre, and Skertich absent.

C. Approval of retirement agreement

Since the Board was last informed of the potential for a mutually beneficial early retirement incentive for Bruce, he has spoken with TRS. For background, when the 6% retirement incentive was negotiated out of the contract the Board indicated it would consider retirement incentives on a case-by-case basis. The Board has issued post retirement incentives for at least one employee. In this case Bruce will need sick days granted by the board. 170 sick days constitutes a year of service, Bruce currently has 251 days banked. He will receive another 12 days at the beginning of the 18-19 school year and 6 at the beginning of the 19-20 school year per his agreement and the assumption we will retire 11 days into the second semester. Doing this gives him 269 total sick days. When gifted sick days, there has to be at least that many working days left for him to be able to use all of them. If he is given 75 days on Feb. 20th he would have a total of 344 sick days. Estimating the number of days for the remainder of this year at 62 and the 18-19 school year at 180 and 19-20 first semester there is a total of 329, requiring Bruce to work 11 days in the second semester. This can be done on aligning social studies standards that will be coming due and/or he can be used as a substitute.

Calculating the cost to the district:

The member's highest salary rate is multiplied by the total normal cost rate in the member's last year of service. The total normal cost rate is subject to change annually. The total normal cost rate for 17-18 is currently 19.10%. The result is then multiplied by the portion of sick leave service credit the member received for sick days granted in excess of the normal annual sick leave allotment.

Bruce's highest salary rate is \$97,585.70
x 19.10%
18,638.87
X .4412 (Service credit from granted days 75/170)
\$8,223.47

Based on a 6% early retirement incentive salary would be as follows:

2018-2019 = \$94,131.18
2019 (Fall) = \$49,889.52

If Bruce does not retire he will make \$88,803 per year for at least the next three years for a total of \$266,409.

The cost to the district of the penalty + 6% = \$13,551.

By Bruce retiring early the District will save an *estimated \$122,389.

*estimate would vary if the position is replaced or not.

The District would recoup and gain savings immediately during the spring of 2019

The Superintendent recommends approval of the early retirement agreement with Bruce Malone.

Tingle made a **motion** to approve Bruce Malone's early retirement agreement. Renner seconded the motion. On a roll call vote Lamore, Peterson, Renner, and Tingle voted to accept the early retirement request of Mr. Malone. Kinder, Legendre, and Skertich absent.

D. Approval of a resolution authorizing Non-Reemployment of Full-Time, Non-Tenured teacher not in last year of Probationary Service

Due to his resignation, no action necessary.

X. Correspondence

A "Thank You" note for the flowers from the family of former Board member Terry Odorizzi's was read.

Janice Kinder returned to the meeting at 6:40 p.m.

XI. General Discussion

Mr. Cox told the Board that the new school website will hopefully be up and operable by early March. Mr. Cox informed the Board that Special Ed classes will be returning to Mt. Olive schools because of a lack of space at Staunton Schools. He told the board that he hated to see Clair and Alli, the Coop teachers, leave the Staunton School District.

Board President Tingle told the Board that he received a call from a Mt Olive board member informing him that the current Agreement between Mt Olive and Bunker Hill for football is null and void because Mt Olive only has seven football players and Bunker Hill only has six for next year. Therefore Mt. Olive would like to coop in football next year. Mr. Tingle told him to have his Superintendent call Mr. Cox to begin the paper-work process.

Mr. Tingle also informed the Board that he lost his job on January 18th and was afraid he would need to move to Florida for an offer that he was given for a new job. However, today he had an interview and accept a job offer from GKN and can remain as Board President.

XII. Adjournment

With no further business Lamore made a **motion** for adjournment. Peterson seconded the motion. All members present voted for adjournment. Meeting adjourned at 6:45 p.m. The next regularly scheduled meeting will be Monday, March 19th, 2018 at 7:00 p.m. in the high school library.

Dave Lamore, Secretary Staunton School District.