

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 Monday, May 21st, 2018 at 7:00 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 7:00 pm in the school Library. Roll was taken: Board members Janice Kinder, Dave Lamore, Stephanie Legendre, Kim Peterson, Scott Skertich, and Chris Tingle were present. John Renner absent. Administration in attendance were Superintendent Dan Cox, High School Principal Brett Allen, and Grade School Principal Nancy Werden.

B. Approval of agenda

Kinder made a **motion** to approve the regular agenda as amended (Additional summer maintenance workers must be hired because previously hired employees A. Gusewelle-surgery needed- and Lucas Meyer-recently hired as teacher and football coach at Bethalto- will not be available full time). Skertich seconded the motion. On a roll call vote: Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to approve the agenda as amended. Renner absent.

II. Recognition of Public/Visitors

President Tingle acknowledged Kelly Costa, reporter from the Staunton Star Times, and Lydia Roller and her parents. Lydia, a Freshman at Staunton High School, was recognized and congratulated for her 5th place finish in the IHSA State Track Meet in the 3200 M Run and her 6th place finish in the IHSA State meet in the 1600 M Run.

III. Consent Agenda

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

B. Approval of Minutes Regular and Closed from April 2018

C. Approval of Personnel Report:

a. Recognition of Resignation(s) and Retirements-

- 1) The Board accepted the resignation of Sarah Schulte as Jr. High track Coach with thanks for service.

b. Recommendations for Hire-

- 1) SJH Head Baseball Coach: Kyle McBrain
- 2) FFA Summer Convention Chaperone: Leanne Heyen

c. Approval maternity Leave request: Kelli Caldieraro

d. Approval of Employee unpaid leave of absence-Diane Dal Pazzo for a general unpaid leave of absence effective May 22, 2018 through June 18, 2018.

D. Acceptance of Donations- The Board recognizes the donation, with thanks, from Farmers Insurance/Adam Tallman of a variety of classroom supplies (pencils, pens, markers, notebooks, compasses, tissues, and hand sanitizer).

E. Destruction of Closed Session recordings older than 18 months

Superintendent Cox recommended the approval of the consent agenda as amended (III.C Personnel will be moved to IX. Action on Items Discussed in Closed Session). Tingle made a **motion** to approve the consent agenda as amended. Kinder seconded the motion. On a roll call vote: Kinder, Lamore, Legendre, Peterson, Skertich, and Tingle voted to approve the agenda as amended. Renner absent.

IV. Administrator Reports

Principal reports

Grade school Report- Nancy Werden

- **May Events:**

Patriot Club Program May 12, Field Day, AR End of the Year Celebrations, Field Trips to the Cahokia Mounds, McKendree RecPlex, Six Flags, Awards Night, Junior High Dance and 8th Grade Promotion.

- **TRACK:**

The following students qualified for the state track meet May 18 & 19:

Lily Bruhn - 400M & 4 x 100 Relay

Reece Hoog - 4 x 100 Relay

Whitney Weller- 4 x 100 Relay

McKenna Tosh - 4 x 100 Relay

Breanna Baldwin-Zurek- 4 x 100 Relay

Drake Dufraim - 110M Hurdles & 4 x 100 Relay

Sam Best - 4 x 100 Relay

Kevin Budden- 4 x 100 Relay

Ty Abernathy - 4 x 100 Relay

Caleb Partridge- Pole Vault

- **Eighth Grade Promotion**

The eighth-grade promotion was held May 17th at 9:00 a.m. in the gym.

High School Report- Brett Allen

- Brett thanked the junior class sponsors (Mrs. Lucykow & Mr. Masinelli), Mrs. Hailstone, and all the members of the Prom Committee for their hard work in hosting Prom on April 28th at the Crystal Ballroom.
- He also thanked the Post Prom Committee for hosting another great event for students to attend after leaving prom. A large variety of prizes and gifts were given away to the students, and they were provided a fun and safe night of entertainment.
- He commended the outstanding performance by the 5th – 12th grade Choir Students who performed at the annual Awards Concert on Wednesday, May 9th at 7:00 PM.
- Final Exams were held for Freshman – Junior Students on May 16th and 17th.
- High School Commencement was held on Friday, May 18th.
- He congratulated Lydia Roller for her 5th place finish in the IHSA State Track Meet 3200 M Run and her 6th place finish in the IHSA State meet in the 1600 M Run.
- He congratulated Carson Rantanen for qualifying for State in the 100 M Dash.
- He congratulated the SHS Baseball team for winning the Gillespie regional and informed the Board that they will play their first Sectional game on Wednesday May 23rd.

B. Superintendent Dan Cox

A.R. Graiff Demolition Update

Asbestos abatement has been completed. We authorized Ameren to disconnect all utilities, which is taking them longer than expected, prior to the start of demolition (estimated to be about a week). Once the utilities are disconnected the final step will be for the ROE to conduct one final inspection.

Safety and Security

The scheduled safety meeting/audit had to be cancelled due to a conflict with the consultant, Steve Webb (he is running for State Senate). In the meantime, Mr. Cox requested a safety audit checklist for the district to use and Mr. Cox is also working with the SIPC to develop a checklist for member schools to use. Lastly, Brett Allen is regularly attending community safety meetings and

additionally is working with Mr. Cox to bring in another consultant to assist in conducting and audit.

Food Service Management Invitation for Bid

We continued to experience delays in the approval of the IFB since the last regular meeting. Mr. Cox requested a face-to-face meeting with Dr. Libby Gil and the heads of the Nutrition and Wellness Department. In short, our invitation for bid has been approved and was advertised on 5/9/18. Two companies accepted our invitation: one from OPAA and the other from Aramark. The final bid opening will be June 11th. The bid needs to be approved at the regular school Board meeting and not a Special Meeting. We may need to temporarily adjourn next month's Board Meeting for a few days before reconvening and voting on the Food Service bid.

Legislator Education Tour

On May 8th Senator's Manar and Bertino-Tarrant visited Staunton Schools as part of Senator Bertino-Tarrant's statewide education tour. She is the chair of the Senate Education Committee. It was an honor to have our district selected as part of the tour. The Senator's spent an hour and a half with teachers and administrators hearing about the positives in our schools, the challenges we face as educators, how evidence-based funding impacts us, and our thoughts on teacher shortage.

District Improvement

The District Improvement Team has held its' first two meetings. Members of the team including Mr. Cox are: Kari Crask, Steve Moore, Tammy Grammar, Brian Lotter, Jana Spickerman, Lauren DeCoursey, Bonnie Trentinero, Brett Allen, Ryan McGowen, and Nancy Werden. The primary focus of the meetings was to educate the team on Evidence Based Funding and the new State ESSA Plan. We accomplished a gap analysis of our district staffing in comparison to best practice. The team will meet again before school dismisses to complete ESSA training and will continue to meet a few times over the summer.

EBM/ESSA Superintendent-Union Meeting

The Illinois Association of School Administrators, Illinois Education Association, and Illinois Federation of Teachers hosted a joint meeting in Springfield on April 30th for superintendent's and union representatives to attend together to learn more about how Evidence Based Funding and ESSA impact district's and collective bargaining. Kari Crask and Mr. Cox represented Staunton Schools. The meeting was beneficial and he appreciate that all stakeholder groups are working collaboratively to understand the models so as to best meet student's needs.

Workers Compensation

Mr. Cox met with the District's carrier, Zennith, regarding next year's premiums. We have had some significant claims this year, however, we still continue to trend in the right direction in incidents reported. As our MOD continues to drop Mr. Cox believes our rates should remain favorable. The District should receive the premium quote for next year soon and we are looking for a decrease in rates.

State Assessment Review Committee

The State Assessment Review Committee, that Mr. Cox is a member of, met at ISBE on May 3rd. Members of the committee voiced significant concerns with ISBE's narrow interpretation of the federal ESSA plan in their decision making for the Illinois State Plan. The Committee requested the ISBE chair of the committee set a meeting with Dr. Tony Smith, Dr. Libbi Gil, and Dr. Jason Helfer prior to the Technical Advisory Committee recommendations that will be made in June so they can voice their concerns and potential solutions.

Private Facility Funding

A piece of the old funding formula and mandated categorical grants regarding the funding of private facility placements for special needs children is a little reported piece of the formula that was not fixed this past year. The reason is this is a very complicated component because of the wide variety of needs and circumstances, therefore all involved recognized this would be a piece of funding to be taken care of on its' own with a trailer bill. The statewide special education association (IAASE) and some member superintendents of the IASA have been working on a fix. Mr. Cox was invited to attend a meeting between the two sides on May 9th to learn more about the problem and potential solutions so as to begin crafting recommendations for legislation that both sides can agree upon. This is particularly important for a district like ours, because private facility costs are large costs.

School Funding Litigation- Mr. Cox told the Board that 21 Districts are now involved in the lawsuit and it is moving through the courts. A couple of things have occurred since the lawsuit was first filed: the judge died and Evidenced Based Funding was passed by the General Assembly. The lawsuit was temporary paused to see what was needed to be addressed. Now we know what High Quality Education will cost (\$7.2 Billion) and the case was filed today. It has only cost the District \$1,000.

V. Financial Report

A. Presentation of Evidence Based Funding/Gap Analysis

On August 31, 2017, the Evidence-Based Funding for Student Success Act became law. Five previous grant programs are combined into a single grant program and distributed as evidence-based funding. Those grant programs are General State Aid, Special Education – Personnel, Special Education – Funding for Children requiring Special Education Services, Special Education – Summer School. In this new system, districts receive the same receipts from each of those five programs again in FY18 as a hold harmless provision. On April 12, 2018 the District receive the new tier funding revenue. As a whole the Evidence Based Funding for Student Success Act prioritizes distribution of new funding to the students with the most need and the most poorly funded school districts. This formula and these new dollars provides a roadmap to adequacy and effectively distributes \$366 million in new funding for the 2017-18 school year, of which 99% of new tier funding went to students in districts below 90% adequacy.

Staunton Schools are funded at 56% of adequacy putting the district into the Tier 1 funding distribution (there are four Tiers: Tier 1-Below 64% of Funding Adequacy -313 Districts in State; Tier 2- Between 64% and 90% of Adequacy-347 Districts in the State; Tier 3- Between 90% and 100% Adequacy- 54 Districts in the State; and Tier 4 above 100% Adequacy 139 Districts in the State), meaning Staunton Schools are among some of the neediest and most underfunded schools in the state. The tier funding dollars distributed to Staunton Schools this spring is an additional \$418,070.16 (\$343.52/student). This raise the total state evidence-based funding during FY18 to \$4,622,533 and becomes part of the District's new base funding minimum in FY19, meaning the District cannot receive less than that amount. The Vision 20/20 goals is for tier distributions of a constitutional minimum of \$350 million state wide to be invested into the formula until all districts are at 90% of adequacy within 10 years. It is now up to us as a District and collective community to use these tier dollars to improve student learning outcomes. The District has formed a "District Improvement Team" that will be learning the components of the new funding and accountability models. As we identify needs and gaps that exist within our schools compared to best practice, the team will make recommendations on where and how the dollars will be utilized to drive improved student learning outcomes. The return on investment of these new dollars will take time but as a collective whole we as educators are excited to make recommendations and decisions that will have a long-lasting positive impact on our young people. Mr. Cox showed a short video and gave a presentation explaining evidence-based funding and gap analysis. According to the Best Practice Model, the

District is five teachers short in grades Kindergarten through third and fourteen teachers short for grades K-12.

VI. Unfinished Business

A. Approval of FY 18 Amended District Budget Due to changes in revenues and expenditures throughout the fiscal year the budget was amended to more accurately reflect the year's transactions. In 2015 our school had a million-dollar deficit. This year we are projecting a \$149,661 deficit (and if our district receives Tier Funding next year, we will finish the year with a balanced budget). Upon the recommendation of the Administration, Tingle made a **motion** to approve the 2017-2018 District Budget as amended. Skertich seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to approve the amended budget for next year. Renner absent.

B. Approval of Updated and Newly Written Board of Education Policies.

This was the second reading of the Updated and Newly Written Board of Education Policies. Upon the recommendation of the Administration, Kinder made a **motion** to approve updated and newly written Board of Education Policies. Legendre seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to approve the new Educational policies. Renner absent.

C. Approval of Board Resolution to Prohibit Sexual Harassment

This was the second reading of policy 5:20, Workplace Harassment Prohibited which contains the following: 1.) A prohibition on sexual harassment, 2.) Detail regarding how an individual can report an allegation of sexual harassment, including options for making a confidential report to an immediate supervisor, the Building Principal, an administrator, the Nondiscrimination Coordinator, a Complaint Manager, or the Ill. Dept. of Human Rights; 3.) A prohibition on retaliation for reporting sexual harassment allegations and a statement regarding the availability of whistleblower protections under the State Officials and Employees Ethics Act, the Whistleblower Act, and the Ill. Human Rights Act; and 4.) The consequences: a.) of a violation of the prohibition on sexual harassment; and b.) for knowingly making a false report. Upon the recommendation of the Administration, Skertich made a **motion** to approve the resolution to prohibiting sexual harassment. Tingle seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to approve the new resolution prohibiting sexual harassment at Staunton Schools. Renner absent.

VII. New Business

A. Discussion and possible action on District Fees for FY19

The Superintendent recommended to the Board of Education no fee increases (a schedule of fees to be charged students for the use of textbooks, consumable materials, extracurricular activities, and other school student fees) for the 2018-2019 school year. Fees for textbooks, other instructional materials, and driver education are waived for students who meet the eligibility criteria for a fee waiver. Upon the recommendation of the Administration, Tingle made a **motion** to approve the District fee schedule as presented. Peterson seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to approve the District fee schedule as presented. Renner absent.

B. Approval on Employee Health Insurance Renewal

In coordination with Cornerstone, the District has sought bids for employee health, vision, and dental insurance for the 2018-2019 school year. Regarding health insurance, the best plan for the employees and the District will require a switch from Aetna to Blue Cross-Blue Shield. Coverage will be equitable between plans. The premium increase to switch to BCBS 3.7% or \$2,110.26 based on current employee enrollment. If the District were to remain on the Aetna plan the premium increase would be 34.4% or \$19,721.60. Premiums for employee paid vision and dental plans will remain flat. The membership insurance committee was consulted regarding changes to

the plan. Upon the recommendation of the Administration, Tingle made a **motion** to approve the insurance bid with Blue Cross Blue Shield insurance as presented. Skertich seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to approve the insurance bid with Blue Cross Blue Shield insurance as presented. Renner absent.

C. Approval of School-Wide Title 1 Application

The application for a school-wide plan will allow the District to provide services and supports for all qualifying students in grades K-5. It will give us flexibility to spend our dollars. Upon the recommendation of the Administration, Tingle made a **motion** to approve a school wide Title 1 Application as presented. Peterson seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to approve the new school wide application. at Staunton Schools. Renner absent.

D. Approval of District Title 1 Application FY19

The Board must annually approve a District Title I Application under ESSA to receive funding. To ensure that all students receive a high-quality education and to close the achievement gap between students who are meeting rigorous educational standards and those who are not. Title One Grant will be flat while Title Two Grant is predicted to decrease 30%. Upon the recommendation of the Administration, Tingle made a **motion** to approve a District Title 1 Application as presented. Legendre seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to approve the new District Title 1 Application for FY19 at Staunton Schools. Renner absent.

E. Consideration and Possible Action to Approve SHS Golf Athletes to compete as Individuals

To date no applications have been received for a coach for the golf teams. Athletes will be able to compete for SHS as individuals. The District will still pay the entry fee and the schedule has been completed. Parents will be responsible for transporting student athletes to contests. Applications will still be sought to fill the position. Upon the recommendation of the Administration, Tingle made a **motion** to approve a SHS boys and girls Golf Athletes to compete as individuals in IHSA sanctioned contests. Peterson seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to approve SHS Golf Athletes to compete as individuals in IHSA sanctioned golf matches. Renner absent.

F. Approval of Update to Board of Education Policy 5:330

To update the unused sick leave accumulation allowable for full or part-time education support personnel who work at least 600 hours annually and are eligible to participate in the Illinois Municipal Retirement Fund. Currently Board policy reads, “unused sick leave shall accumulate to a maximum of 200 days.” The IMRF Code now allows for a maximum accumulation of 240 days. Updating the policy does not come at an additional cost to the district and reflects a benefit for the employees. After conferring with legal counsel, administration recommends waiving the first and second reading requirement for Board Policy 5:330. Tingle made a **motion** to waive the first and second reading requirement for Board Policy 5:330. Kinder seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to waive the first and second reading requirement for Board Policy 5:330. Renner absent.

Upon the recommendation of the Administration, Tingle made a **motion** approve the update to Board Education Policy 5:330 to increase the maximum accumulation of sick days for eligible IMRF employees to 240 days. Kinder seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to approve the updated Board Education Policy 5:330. Renner absent.

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

Lamore made a **motion** to go into executive session at 8:30 pm in the unit library. Tingle seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle (Renner absent) voted to go into executive session 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**

Roll call to Open Session

Lamore made a **motion** to return to the regular order of business at 9:30 p.m. Tingle seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to return to the regular order of business. Renner absent.

IX. Action as a Result of Closed Session

A. Approval of Part Time Music teacher recommendation for hire

Upon the recommendation of the Administration, Tingle made a **motion** to hire Anastasia Wilde as a part time music teacher. Peterson seconded the motion. On a roll call vote Legendre, Peterson, Skertich and Tingle voted to hire Anastasia Wilde. Kinder and Lamore voted against the hire. Renner absent.

B. Approval of Interventionist Recommendation for hire-

Upon the recommendation of the Administration, Tingle made a **motion** to hire Pete Klein as an Interventionist. Legendre seconded the motion. On a roll call vote Legendre, Peterson, Skertich and Tingle voted to hire Pete Klein as an Interventionist for grades 6-12. Kinder and Lamore voted against the hiring of Mr. Klein. Renner absent.

C. Approval of Personnel Report (*This was moved from III C to here*)

a. Recognition of Resignation(s) and Retirements-

- 1) The Board accepted the resignation of Sarah Schulte as Jr. High track Coach with thanks for service

b. Recommendations for Hire-

- 1) SJH Head Baseball Coach: Kyle McBrain
- 2) FFA Summer Convention Chaperone: Leanne Heyen
- 3) Summer Maintenance Workers: Eli Fox and Brendon Cox

c. Approval maternity Leave request: Kelli Caldieraro

d. Approval of Employee unpaid leave of absence-Diane Dal Pazzo for a general unpaid leave of absence effective May 22, 2018 through June 18, 2018.

Tingle made a **motion** to approve the amended Personnel Report. Lamore seconded the motion. On a roll call vote Kinder, Lamore, Legendre, Peterson, Skertich and Tingle voted to approve the amended Personnel Report. Renner absent.

C. Action on Extension of Elementary Principal Employment Agreement

Because of the uncertainty of a bill in the General Assembly increasing teachers starting pay and the effects it would have on administrative salaries, this was postponed until next meeting

D. Approval of Junior High School Principal Employment Agreement

Because of the uncertainty of a bill in the General Assembly increasing teachers starting pay and the effects it would have on administrative salaries, this was postponed until next meeting.

X. Correspondence

A letter from Cassy Loflin and family was read to the Board, thanking them for the flowers at the graduation ceremony in memory of Hailey and Madison Bertels.

XI. General Discussion

Mr. Cox informed the Board that he has informed Mt. Olive that Staunton will again host rooms for the Co-op this school year but will be unable to have the room to host the two classes next year. If Mt. Olive will not take the students back, the Staunton School District will be faced with some difficult decisions because we simply will not have the room.

Mr. Cox also told the Board that we will not be moving the library to the Grade School next year.

XII. Adjournment

With no further business Lamore made a **motion** for adjournment. Tingle seconded the motion. All members present voted for adjournment. Meeting adjourned at 9:50 p.m. The next regularly scheduled meeting will be Monday, June 18th, 2018 at 7:00 p.m. in the high school library.

Dave Lamore, Secretary Staunton School District.