

**ROLL CALL
AND RECOGNITION
OF GUESTS--**

The Board of Education of North Greene Unit District No. 3, Greene and Scott Counties, Illinois, met in regular session on Wednesday, March 18, 2020, at 7:00 p.m. in the Board Room of the Administrative Education Center, White Hall. Those answering roll call were: President Stacy Schutz, Members Karen Daniels, Cale Hoesman, Casey Kallal, Rachelle Malin, Casey Nell, and Kevin Nichols. Superintendent Mark Scott, Secretary Barbara Neece, Treasurer Tiffany Mumford, Principal Amanda Macias, Interim Principal Cheri Madson, Building Maintenance Director Vance Dirksmeyer, and Transportation Supervisor John Davidson also were in attendance.

**CONSENT ITEMS:
MINUTES;**

A motion was made by Mrs. Kallal, seconded by Mr. Nell, to approve the following consent agenda items: Minutes of the regular meeting of February 19, and special meeting of February 24, as presented;

**BILLS;
REPORTS OF TREAS.;
PRINCIPALS;
TRANSPORTATION &
BUILDING & GROUNDS;
IHSA MEMBERSHIP;**

Approve payment of bills for the month as listed and reviewed; Treasurer’s Report for the month of February and March 18 update; Building Principal reports of recent activities and events; Transportation Report for the month of February; Building and Grounds Report for the month of February; Renewal of membership in the Illinois High School Association and abide by its constitution and adopt its rules for the 2020-21 school year; Acknowledge donations to the High School Play Activity Fund in the amount of \$2,000 from Christ United Methodist Church and \$400 from White Hall First Christian Church.

**ACKNOWLEDGE
DONATIONS--**

The President put the motion to a vote and the following roll call resulted:

Kallal, yea Daniels, yea
Nell, yea Hoesman, yea
Nichols, abstain Malin, yea
 Schutz, yea

During reports, Transportation Director Davidson mentioned that all of the district buses had been sanitized and extended praise to the drivers and aides in their performance of delivering meals to students during the state closure of schools. Building Maintenance Director Dirksmeyer reported that custodians were wiping down everything in the buildings with sanitizer and classrooms were being treated with a sanitizing balm while unoccupied to be prepared for reopening of school.

**USE OF
FACILITIES--**

Superintendent Scott reported that all use of facilities was cancelled or postponed and the Senior Class fundraiser scheduled for March 27 was being relocated to the Class Sponsor’s barn.

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**SUPERINTENDENT
REPORT--**

- Superintendent Scott gave reports on the following items:
1. Correspondence was received from the Illinois State Board of Education and Office of the Governor concerning school closure as “Act of God Days” effective March 17 through March 30;
 2. Discussed that staffing of buildings during the closure would include one administrator, secretaries, custodians, cooks, as well as bus drivers and aides delivering meals as essential staff;
 3. Gave information that a penalty assessed by the IRS on previous payroll contributions was removed after the district filed appropriate forms as facilitated by the district auditor;
 4. Information was shared of a meeting with the North Greene Education Association where discussions were held regarding possible withdrawal from Egyptian Trust Health Insurance Cooperative and seeking other coverage options. Reported that it was agreed to seek quotes from other entities with a quote having been received from Blue Cross/Blue Shield through Fort Dearborne and a quote anticipated from Prairie State Insurance Cooperative at this time;
 5. E-rate forms for a 5-year program plan have been filed to provide savings to provide funds for improvement in district infrastructure;
 6. Maintenance Grant matching funds in the amount of \$50,000 have been awarded for the project to replace three HVAC units on the Jr.-Sr. High School building;
 7. Expression of sympathy to the family on the recent death of a district freshman student and reported that the district is providing options for any students needing counseling;
 8. Reviewed preliminary tentative budget revisions as a result of the recent settlement of salary increases for the 2019-2020 budget year. A formal tentative budget amendment will be provided at a later date for board review prior to amending the budget for FY20;
 9. The A.R.C.C. Restorative Justice Program Report for 2019-2020 through March 12, 2020 was reviewed, indicating number of days of assigned in-school suspension, number of students assigned and number of repeat offenders.

**BUILDING MAINTEN-
ANCE PROJECTS--**

Due to notice that the district is to receive \$50,000 in matching ISBE Maintenance Grant funds for replacement of three rooftop HVAC units at the Jr.-Sr. High School, authorization was requested to seek bids.

SEEK BIDS-HVAC UNITS-

A motion was made by Mr. Hoesman, seconded by Mr. Nichols, to approve the plans and authorize seeking of bids for replacement of three rooftop HVAC units for the 2002 wing of the Jr.-Sr. High School, to be funded with ISBE Maintenance Grant Funds of \$50,000 and matching available district funds.

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The President put the motion to a vote and the following roll call resulted:

Hoesman, yea	Kallal, yea
Nichols, yea	Malin, yea
Daniels, yea	Nell, yea
Schutz, yea	

**BUILDING
MAINTENANCE
PROJECTS PLAN--**

Superintendent Scott and Maintenance Director Vance Dirksmeyer discussed proposed maintenance projects for the upcoming summer including the replacement of the three rooftop HVAC units and asphalt surface repairs and resealing projects previously approved for seeking bids as well as Ag building roof, restrooms and ceiling repairs, football scoreboard replacement, roof drain repair on the north wall of the 2002 building, and sandblasting and painting of the elementary fire escape stairs. A list of long-range maintenance projects for years 2021, 2022, and future years was also reviewed for board information. The list is planned for review at least annually as items are completed and updated.

Maintenance Director Dirksmeyer requested that consideration for employment of part-time temporary summer maintenance workers be tabled for the time being due to the recent situation of required school closure and social distancing.

RESIGNATIONS--

A motion was made by Mrs. Kallal, seconded by Mrs. Daniels, to accept the following resignations:

DiAnn Ford as a Prekindergarten Classroom Teacher, effective the last working day of the 2019-2020 school year, May 22; and Alyssa Churchill as a Bright Futures Program Parent Educator, effective March 27, 2020.

The President put the motion to a vote and the following roll call resulted:

Kallal, yea	Malin, yea
Daniels, yea	Nell, yea
Hoesman, yea	Nichols, yea
Schutz, yea	

BUDGET REDUCTION--

As a result of discussions held at the February regular meeting on recommendations made by the administration for staffing needs for the coming year, a proposal for reduction of expenses in the district's budget for the 2020-21 fiscal year included five Parent Educators and Program Secretary funded by the Early Childhood/Prevention Initiative/Pre-Kindergarten block grant due to uncertain grant funding and six one-to-one special education aide positions due to uncertain need.

Following discussion, a motion was made by Mr. Hoesman, seconded by Mr. Nell, to approve the recommendations for budget reduction for the 2020-2021 school year as discussed.

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The President put the motion to a vote and the following roll call resulted:

Hoesman, yea	Daniels, yea
Nell, yea	Kallal, yea
Nichols, yea	Malin, yea
Schutz, yea	

EMPLOYMENT OF PERSONNEL--

Recommendations regarding personnel appointment, employment, compensation, dismissal, and reduction in force were made and acted upon as follows:

RESOLUTIONS FOR REDUCTION/DISMISSAL

OF STAFF FOR 2020-21— A motion was made by Mrs. Kallal, seconded by Mr. Nichols, to adopt
EARLY CHILDHOOD a Resolution Reference the Honorable Dismissal of Certain Educational
PARENT EDUCATORS, Support Personnel, Crissi Heckrodt, Alyssa Churchill, Emily Forrester,
PROGRAM SECRETARY.- Tonya Elliott, Emily Custer, and Kelsey Arnold, as a result of uncertain grant funding and that the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employees as specified.

The President put the motion to a vote and the following roll call resulted:

Kallal, yea	Hoesman, yea
Nichols, yea	Malin, yea
Daniels, yea	Nell, yea
Schutz, yea	

PARAPROFESSIONALS-

A motion was made by Mrs. Kallal, seconded by Mr. Nell, to adopt a Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel, due to uncertain need: seven (7) Paraprofessional Aides: Carol Robison, April Coad, Jamie Roberts, Rebekka Wingler, Sandra Speaker, Tracy Dirksmeyer and Penny Vortman, and that the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employees as specified.

The President put the motion to a vote and the following roll call resulted:

Kallal, yea	Daniels, yea
Nell, yea	Hoesman, yea
Nichols, yea	Malin, yea
Schutz, yea	

DISMISSAL OF “PEL” EMPLOYEES--

A motion was made by Mr. Hoesman, seconded by Mr. Nichols, to adopt a Resolution Reference the Dismissal of Professional Educator Licensed (“PEL”) employee, Sydney Clanton due to lack of appropriate licensure and that employment not be renewed for the 2020-2021 school year and the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employee as specified.

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The President put the motion to a vote and the following roll call resulted:

Hoesman, yea	Kallal, yea
Nichols, yea	Malin, yea
Daniels, yea	Nell, yea
Schutz, yea	

A motion was made by Mr. Nichols, seconded by Mr. Nell, to adopt a Resolution Reference the Dismissal of Professional Educator Licensed (“PEL”) employee, William Davis, due to lack of appropriate licensure and that employment not be renewed for the 2020-2021 school year and the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employee as specified.

The President put the motion to a vote and the following roll call resulted:

Nichols, yea	Hoesman, yea
Nell, yea	Kallal, yea
Daniels, yea	Malin, yea
Schutz, yea	

A motion was made by Mrs. Kallal, seconded by Mr. Hoesman, to adopt a Resolution Reference the Dismissal of Professional Educator Licensed (“PEL”) employee, McKea Jones, due to lack of appropriate licensure and that employment not be renewed for the 2020-2021 school year and the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employee as specified.

The President put the motion to a vote and the following roll call resulted:

Kallal, yea	Nell, yea
Hoesman, yea	Nichols, yea
Malin, yea	Daniels, yea
Schutz, yea	

A motion was made by Mr. Nell, seconded by Mr. Nichols, to adopt a Resolution Reference the Dismissal of Professional Educator Licensed (“PEL”) employee, Jacob Massey, due to lack of appropriate licensure and that employment not be renewed for the 2020-2021 school year and the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employee as specified.

The President put the motion to a vote and the following roll call resulted:

Nell, yea	Hoesman, yea
Nichols, yes	Kallal, yea
Daniels, yea	Malin, yea
Schutz, yea	

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A motion was made by Mr. Nell, seconded by Mrs. Kallal, to adopt a Resolution Reference the Dismissal of Professional Educator Licensed (“PEL”) employee, Amanda Peebles, due to lack of appropriate licensure and that employment not be renewed for the 2020-2021 school year and the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employee as specified.

The President put the motion to a vote and the following roll call resulted:

Nell, yea	Nichols, yea
Kallal, yea	Daniels, yea
Malin, yea	Hoesman, yea
Schutz, yea	

A motion was made by Mr. Nell, seconded by Mrs. Kallal, to adopt a Resolution Reference the Dismissal of Professional Educator Licensed (“PEL”) employee, Dennis Savage, due to lack of appropriate licensure and that employment not be renewed for the 2020-2021 school year and the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employee as specified.

The President put the motion to a vote and the following roll call resulted:

Nell, yea	Nichols, yea
Kallal, yea	Daniels, yea
Malin, yea	Hoesman, yea
Schutz, yea	

A motion was made by Mr. Nell, seconded by Mr. Nichols, to adopt a Resolution Reference the Dismissal of Professional Educator Licensed (“PEL”) employee, Mark Strain, due to lack of appropriate licensure and that employment not be renewed for the 2020-2021 school year and the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employee as specified.

The President put the motion to a vote and the following roll call resulted:

Nell, yea	Hoesman, yea
Nichols, yea	Kallal, yea
Daniels, yea	Malin, yea
Schutz, yea	

A motion was made by Mr. Nell, seconded by Mr. Hoesman, to adopt a Resolution Reference the Dismissal of Professional Educator Licensed (“PEL”) employee, Justin Vinyard, due to lack of appropriate licensure and that employment not be renewed for the 2020-2021 school year and the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employee as specified.

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The President put the motion to a vote and the following roll call resulted:

Nell, yea	Malin, yea
Hoesman, yea	Nichols, yea
Kallal, yea	Daniels, yea
Schutz, yea	

A motion was made by Mr. Nell, seconded by Mrs. Kallal, to adopt a Resolution Reference the Dismissal of Professional Educator Licensed (“PEL”) employee, Patricia Coonrod, due to lack of appropriate licensure and that employment not be renewed for the 2020-2021 school year and the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employee as specified

The President put the motion to a vote and the following roll call resulted:

Nell, yea	Nichols, yea
Kallal, yea	Daniels, yea
Malin, yea	Hoesman, yea
Schutz, yea	

**EXTRACURRICULAR
STIPEND POSITIONS-**

A motion was made by Mr. Hoesman, seconded by Mr. Nichols, to adopt a Resolution Reference the Decision to Discontinue Certain Extra-Curricular Assignments, Duties and Stipends of those persons not otherwise employed or members of the bargaining unit and that the Superintendent be authorized to deliver or cause to be delivered, the notice to the following persons affected by such action: Don Allen-Head Football Coach, Kyla Williamson-Head Volleyball Coach, Nathan Roberts-Head High School Softball Coach, Emily Forrester-High School Cheerleader Sponsor, Jeff Clanton-Jr. High Softball Coach, Cade Reno-Jr. High School Baseball Coach, Cindy Carlson-Rice-High School Play Director, Stacy Schutz-Class Sponsor, Blake Dean-Jr. High Boys Basketball Coach, Don Roesch-Jr. High Girls Basketball Coach, Josh Jones -Jr. High Boys Track Coach, Katelyn Manley-Jr. High Cheerleader Sponsor, Mike Booth-6th Grade Boys Basketball Coach and Arika Hull-6th Grade Girls Basketball Coach.

The President put the motion to a vote and the following roll call resulted:

Hoesman, yea	Kallal, yea
Nichols, yea	Malin, yea
Daniels, yea	Nell, yea
Schutz, yea	

**APPOINTMENT-VOL.
ASST. COACH--**

A motion was made by Mr. Nichols, seconded by Mrs. Kallal, to approve appointment of Justin Lawson as a Volunteer Assistant High School Baseball Coach for the 2020 season, pending receipt of necessary paperwork.

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The President put the motion to a vote and the following roll call was

taken: Nichols, yea Nell, yea
 Kallal, yea Daniels, yea
 Malin, yea Hoesman, yea
 Schutz, yea

**EMPLOY-TEMPORARY
SPEECH AIDE--**

A motion was made by Mrs. Kallal, seconded by Mr. Nell, to employ Emily A. Lawson as a temporary Paraprofessional Speech Aide, during the maternity leave of the Speech Pathologist, effective upon the first day of student attendance when school resumes through the last day of the 2019-2020 school term, with no further notice of termination of employment.

The President put the motion to a vote and the following roll call was

taken: Kallal, yea Daniels, yea
 Nell, yea Hoesman, yea
 Nichols, yea Malin, yea
 Schutz, yea

**EMPLOY-T. CARTER
PREKINDERGARTEN--**

A motion was made by Mr. Nichols, seconded by Mrs. Kallal, that following posting of a vacancy for a 10-day period, to offer employment to Trista Carter, as a Prekindergarten Self-Contained Classroom Teacher for the 2020-2021 school year.

The President put the motion to a vote and the following roll call was

taken: Nichols, yea Nell, yea
 Kallal, yea Daniels, yea
 Malin, yea Hoesman, yea
 Schutz, yea

**EMPLOY-L. BEAMS
SPEC. ED. TEACHER--**

Upon recommendation of the administration, a motion was made by Mr. Nell, seconded by Mr. Nichols, that following posting of a vacancy for a 10-day period, to offer employment to Lillian Beams as Jr. High Special Education Self-Contained Classroom Teacher for the 2020-2021 school year.

The President put the motion to a vote and the following roll call was

taken: Nell, yea Hoesman, yea
 Nichols, yea Kallal, yea
 Daniels, yea Malin, yea
 Schutz, yea

**EMPLOY-D. BEAMS
JR. HIGH STEM TEACHER--**

Upon recommendation by the administration, a motion was made by Mr. Nell, seconded by Mrs. Kallal, that following posting of a vacancy for a 10-day period, to offer employment to Derek Beams as Jr. High STEM teacher for the 2020-2021 school year.

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The President put the motion to a vote and the following roll call was taken:

Nell, yea	Nichols, yea
Kallal, yea	Daniels, yea
Malin, yea	Hoesman, yea
Schutz, yea	

POST POSITION OF PARENT EDUCATOR FOR REMAINDER OF 2019-2020 CONTRACT--

Upon the recommendation of the Superintendent, a motion was made by Mr. Hoesman, seconded by Mrs. Kallal, to post the vacant position of Parent Educator and authorize employment of a qualified individual to fulfill the remainder of the current 2019-2020 Bright Futures grant contract year, with no further notice of termination.

The President put the motion to a vote and the following roll call was taken:

Hoesman, yea	Nell, yea
Kallal, yea	Nichols, yea
Malin, yea	Daniels, yea
Schutz, yea	

ADDITION OF H.S. COURSE ELECTIVES--

High School Principal Macias discussed the need of vocational course offerings at the high school level to meet the needs of all types of student learners in order to ensure the district philosophy of providing opportunities so that all students may succeed. It was suggested to add to the curriculum such course offerings of Family Career Relations, Nutrition and Culinary Arts I, Child Development and STEM Science for the 2020-2021 school year. It was discussed that CTE Vocational Grant funds would be available to help offset some of the costs and current district staff were working toward becoming approved to teach the courses.

Following discussion, a motion was made by Mr. Hoesman, seconded by Mrs. Malin, to approve adding course offerings at the high school level as proposed for the 2020-2021 school year.

The President put the motion to a vote and the following roll call was taken:

Hoesman, yea	Nichols, yea
Malin, yea	Daniels, yea
Nell, yea	Kallal, yea
Schutz, yea	

DISCUSSION OF REQUIRED JR. HIGH CREDIT RECOVERY--

Principal Macias also discussed a concern that students at the junior high level were promoted to the high school without having successfully completed all courses, as it seemed there were no actual credit requirements for the 8th grade level prior to moving on to high school. It was proposed that an RtI credit recovery summer program be an option during the summer between 8th grade and 9th grade that could be provided through the ACE-Greene program for a fee. Following discussion, it was determined to table any action for additional information.

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CALENDAR 2020-2021-- The Calendar proposed for the 2020-21 school year was reviewed as developed and recommended by the calendar committee for board approval. Following review, a motion was made by Mrs. Kallal, seconded by Mr. Nell, to approve the Calendar for 2020-2021 as proposed with the year to begin with a staff institute day on August 17 and first day of student attendance on August 18, end with the last day of student attendance on May 27, and staff institute on May 28, 2021, and 5 emergency days planned for a total of 185 days.

The President put the motion to a vote and the following roll call was taken:

Kallal, yea	Daniels, yea
Nell, yea	Hoesman, yea
Nichols, yea	Malin, yea
	Schutz, yea

**REVIEW OF POLICY
& PROCEDURES FOR
PANDEMIC PREPARED-
NESS--**

Superintendent Scott presented the written E-Learning Plan developed per recent meeting of ROE 40 superintendents in preparation should school closures be enforced beyond the current Act of God Days period of March 17 through March 30, due to the Coronavirus (COVID-19) pandemic. It was reported that the plan was submitted and approved by the ROE Superintendent for use for student distance learning. Board Policies and Procedures related to pandemic preparedness, communication from the Illinois Association of School Boards on Open Meetings Act guidance during the current situation and a Mandatory Statewide School Closure Guidance for Schools from the Illinois State Board of Education were also distributed for review. Superintendent Scott also informed members of the procedure being used for distribution of meals to students by way of bus routes to country route students and pick-up at the two attendance centers for in-town students.

**CLOSED SESSION-
8:35 P.M.--**

A motion was made by Mr. Nell, seconded by Mrs. Daniels, to go to closed session at 8:35 p.m. to discuss Closed Session minutes for approval as per 5 ILCS 120/2 (c)(21); The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District including hearing testimony on a complaint lodged against an employee to determine its validity, as per 5 ILCS 120/2(c)(1), as amended by P.A. 93-0057; Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees per 5 ILCS 120/2(c)(2); and Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed session minutes, 5 ILCS 120/2(c)(11).

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The President put the motion to a vote and the following roll call resulted:

Nell, yea	Hoesman, yea
Daniels, yea	Malin, yea
Kallal, yea	Nichols, yea
Schutz, yea	

RECONVENE-10:12 P.M.- A motion was made by Mrs. Kallal, seconded by Mr. Nell, to return to open session at 10:12 p.m.

The President put the motion to a vote and the following roll call resulted:

Kallal, yea	Daniels, yea
Nell, yea	Hoesman, yea
Nichols, yea	Malin, yea
Schutz, yea	

ACTION/REPORT--
CLOSED SESSION
MINUTES --

A motion was made Mrs. Kallal, seconded by Mr. Hoesman, to approve the closed session minutes of January 15, and February 19, 2020, as presented and reviewed during the closed session.

The President put the motion to a vote and the following roll call resulted:

Kallal, yea	Nell, yea
Hoesman, yea	Nichols, yea
Malin, yea	Daniels, yea
Schutz, yea	

SUPT. GOALS/CONT.--

A motion was made by Mr. Nichols, seconded by Mr. Nell, to approve the terms of the written employment contract for Superintendent Mark Scott for the period from July 1, 2020 to June 30, 2023, for signature and the established goals as reviewed for attachment to the multi-year contract as required.

The President put the motion to a vote and the following roll call was taken:

Nichols, yea	Hoesman, yea
Nell, yea	Kallal, yea
Daniels, yea	Malin, yea
Schutz, yea	

ADMIN. CONTRACTS--

A motion was made by Mr. Hoesman, seconded by Mrs. Daniels, to approve the terms and salaries of written contracts of the building administrators and special education coordinator/supervisor for signature as follows:

Jaclyn Kuchy – North Greene Elementary Principal, 3-year term with a salary of \$71,000.00 for 2020-2021, \$73,130.85 for 2021-2022, and \$75,324.78 for 2022-2023;

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Amanda Macias-North Greene Jr.-Sr. High Principal, 2-year term with salary of \$77,570.33 for 2020-2021 and \$79,897.44;

Melissa Killam-District Special Education Coordinator/Supervisor, 3-year term with a salary of \$54,352.70 for 2020-2021, \$55,982.63 for 2021-2022, and \$57,662.77 for 2022-2023.

The President put the motion to a vote and the following roll call was

taken: Nichols, yea Hoesman, yea
Nell, yea Kallal, yea
Daniels, yea Malin, yea
Schutz, yea

**POST POSITION FOR
ASST. JR.-SR. HIGH
PRINCIPAL—**

A motion was made by Mrs. Kallal, seconded by Mr. Nell, to post a position for a 10-month Junior-Senior High Principal.

The President put the motion to a vote and the following roll call was

taken: Kallal, yea Daniels, yea
Nell, yea Hoesman, yea
Nichols, yea Malin, yea
Schutz, yea

ADJOURN-10:20 P.M.--

With no further business to come before the Board, President Schutz adjourned the meeting at 10:20 p.m.

Stacy Schutz, President

Barbara Neece, Secretary