

MINUTES

Community Unit School District #205
Board of Education
December 11, 2017

Call To Order/Roll Call

The Community Unit School District #205 Board of Education met in a regular meeting on Monday, December 11, 2017 at 6:00 PM at 932 Harrison St., Galesburg, IL. The meeting was called to order by President Cervantez. The roll was read and the following Members responded: Banks, Cervantez, Glasnovich, Lyon, Scherpe, Statham (6) Absent: Pickrel (1) Roll Call #1

Moment of Silence/Pledge of Allegiance

A moment of silence was observed followed by the Pledge of Allegiance.

Recognition of Visitors—NonePresentations to the Board

Galesburg High School student council representative, Karen Harlan, updated the board on events at GHS including decorating the schools for the holiday, several members have been volunteer bell ringing on the weekends and they have sponsored 25 angle tree kids this year school wide.

Approval of Consent Agenda

A. Consider Approval of Minutes:

Monday, November 13, 2017, Regular Meeting

Monday, November 13, 2017, Closed Session

Wednesday, November 29, 2017 Special Meeting

B. Consider Approval of Payroll and Claims

C. Consider Approval of Facilities Agreement between Knox County YMCA and District 205

It was moved by Member Statham and seconded by Member Lyon to approve the Consent Agenda as presented. On roll call the following Members voted AYE: Cervantez, Glasnovich, Lyon, Scherpe, Statham, Banks (6) Motion carried. Roll Call #2

Action ItemsA. Consider Approval of 2017 District Tax Levy

Mrs. Jennifer Hamm, Assistant Superintendent for Finance and Operations, stated that the tax levy was presented last month. The board will again not need a truth in taxation hearing. The district is levying more in case there was an increase in EAV that was not anticipated. It was moved by Member Lyon and seconded by Member Glasnovich to approve the 2017 District Tax Levy as presented. Member Lyon asked what the rate of increase was. Mrs. Hamm stated they are estimating 2.67% is what she last heard from Knox County. Mrs. Hamm stated the issue is that she doesn't yet know what the rate

setting year will be. Member Statham asked what the actual tax increase rate is. Mrs. Hamm stated that it is 2.48% which anticipates \$357,750 in new money. On roll call the following Members voted AYE: Glasnovich, Lyon, Scherpe, Banks, Cervantez (5) NAY: Statham (1) Motion carried. Roll Call #3

Member Pickrel entered the meeting.

B. Personnel Report

Mr. Jon Bradburn, Director for Human Resources, stated that the Personnel Report is presented with no changes. It was moved by Member Statham and seconded by Member Glasnovich to approve as presented. On roll call the following Members voted AYE: Lyon, Pickrel, Scherpe, Statham, Banks, Cervantez, Glasnovich (7) Motion carried. Roll Call #4

Discussion Items

A. Video Taping Board Meetings

Mr. Matt Jacobson stated that the goal of the committee was to have a final recommendation at this point but the hope of using a 360 degree camera for streaming doesn't work for the purpose of recording lengthy meetings. The camera is limited to approximately ninety minutes of battery life and doesn't last the duration of the meetings. Mr. Jacobson asked the Board if live streaming is an essential goal or if publishing a recording following the meeting is an option. Discussion ensued. Consensus of the Board was streaming wasn't essential and that a taped video being posted would be ideal for viewing.

B. Certified Substitute Pay Increase

Mr. Jon Bradburn, Director for Human Resources, stated that at the November meeting some questions were asked and he included the answers in the board packet. He stated that they polled just the immediate surrounding districts regarding their pay, what they do to decrease absences and if they are offering incentives. Mr. Bradburn stated that he pulled cost paid to substitutes over the last four pay periods and the cost for paraprofessionals and certified staff is running in the \$18,000.00 range for each pay period. Discussion ensued regarding potential incentives for teaching staff, sick days, how substitutes are utilized, meetings that require substitutes being held after hours rather than during the school day, and substitute availability and willingness to work less desirable positions. President Cervantez questioned if the substitute issue is cultural or an issue of not having a skillset and discussed educating and training substitutes and incentives for staff to keep them in their classrooms when possible. Member Lyon requested additional information on cost for being proactive on the wellness side. He would like to see how many people received flu shots and if it would be cost effective to administer them without charge and possibly to staff family members. Member Statham stated that he doesn't agree with incentives for staff to show up to work. Employees receive a salary and he doesn't feel the District should be giving out more pay for not using benefits. He further stated that the District should look into giving an incentive to retired teachers and a financial incentive for substitutes accepting assignments for a

certain period and not turning down a position. He used the example that if a substitute accepts ten assignments in a row they get an extra \$10 per hour. Mr. Bradburn stated that he would work up a proposal outlining incentives for substitutes who don't turn down assignments. Member Pickrel stated she doesn't agree with incentivizing current staff like she doesn't agree with putting the pressure on kids for perfect attendance. Dr. Asplund stated that for January we will bring back items for wellness program ideas, a program/incentive to increase the number of retired teachers and incentive for substitutes who don't turn down assignments.

C. Joint Annual Conference Report

Dr. John Asplund stated that each member of the board submitted summaries from their sessions at the Chicago Joint Annual Conference which is listed on the agenda for public viewing.

D. Policy Review/Revision Process

President Cervantez stated that one of the pre conferences she attended was about school board policy review. President Cervantez stated that the board is responsible for maintaining the board policy manual and that in her two plus years on the board that she hasn't participated in a very thorough review of the policy manual. Dr. Asplund stated that he has communicated with Ms. Reatha Owen regarding a process for review which he will forward to members. Discussion ensued regarding the process and cost for IASB to host the manual so it is searchable. It was decided that the Board will start with reviewing sections one and two of the policy manual in January.

E. Non-Fraternization Policy

Dr. Asplund stated that at board member request the policy has been brought back to make changes. He further explained some of the language and reasoning about why the District needs a non-fraternization policy giving an example that a spouse should not be in position of evaluating a spouse. Member Lyon stated that he feels that it is necessary to protect staff. Member Banks felt that the board should be deleted from the supervisor sentence. Member Statham stated that he didn't feel it was necessary at all. Discussion ensued. The Board decided to hold on the policy until January when looking at the required anti-harassment policy.

F. Anti-Bullying App

Dr. Asplund stated that last month Mr. Jerry Ryberg discussed some issues with bullying in the District and he had mentioned an anti-bullying app which Dr. Asplund investigated and then asked Mr. Nick Sutton, Mr. Jeff Houston and Mr. Matt Jacobson to investigate it as well. The prorated cost for the remainder of the year was approximately \$2100. Mr. Jacobson discovered that he could duplicate most of the features for free and create an app. Mr. Jacobson discussed how google forms and an app creator would work in comparison to how the Anonymous Alerts App works. Discussion ensued. The consensus of the Board was to have Mr. Jacobson create an in house version and go from there.

Administrator Reports

Building and Grounds

Mrs. Hamm stated that the Silas Willard window is being installed tomorrow afternoon however the window is once again the wrong window. The window is being installed and a new window is being ordered for the fourth time. The Lincoln Education roof is complete. Dr. Asplund stated that he met with some architects last week on future ready buildings.

Curriculum

Dr. Asplund stated that things are still moving forward with curriculum deadlines.

Human Resources

Mr. Bradburn stated that IWIRC continues to audit job descriptions to increase safety. He also congratulated the Gale Elementary Robotics teams on earning a core values award and judges award at their competition at Bradley University.

Knox-Warren Special Education

Dr. Dawn Michaud was not present.

Committee Reports

President Cervantez stated that committee reports are on hold until the final Community Engagement report. Dr. Asplund stated that he has received the report and met with Ms. Deb Moreno with Heart and Soul. Dr. Asplund stated he plans to compile the reports from Heart and Soul with the Community Engagement meetings because they mirror each other and then will meet to alter the agenda to reflect the information.

Comments By Board of Education

Comments were made by Member Scherpe, Banks, Statham, Lyon and Cervantez.

Future Agenda Items

Member Pickrel stated that she would just like to remind everyone that at some point there is still a need to discuss boundaries.

Closed Session

It was moved by Member Statham and seconded by Member Glasnovich to move to closed session for the purpose of appointment, employment, compensation, discipline, performance or dismissal of an employee(s) and pending or potential litigation. No action will be taken—8:03 PM. On roll call the following Members voted AYE: Statham, Banks, Cervantez, Glasnovich, Lyon, Pickrel, Scherpe (7) Motion carried. Roll Call #5

Following the closed session, it was moved by Member Statham and seconded by Member Lyon that the regular meeting be reconvened. On roll call the following Members voted AYE: Cervantez, Glasnovich, Lyon, Pickrel, Scherpe, Statham, Banks (7) Motion carried. Roll Call #6

Adjournment

It was moved by Member Statham and seconded by Member Pickrel that the regular meeting be adjourned—9:00 PM. On roll call the following Members voted AYE: Glasnovich, Lyon, Pickrel, Scherpe, Statham, Banks, Cervantez (7) Motion carried. Roll Call #7

Tianna Cervantez, President

ATTEST:

Maury Lyon, Secretary