

MAROA-FORSYTH C.U.S.D. #2

REGULAR SCHOOL BOARD MEETING

April 15, 2019

6:30 PM - HIGH SCHOOL LIBRARY

Agenda

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. Closed/Executive Session – Approval, To enter closed/executive session for the appointment, employment, compensation, discipline, dismissal, or performance of the public body pursuant to Section 5.0 ILCS 120/2(c)(1).

Presentations (7:00 PM Tentatively)

5. Recognition of Visitors and Delegations
6. Citizens Wishing to Address the Board

Learning & Discussion

7. School Fees 2019-2020
 - A. John--After comparing our fees to those at Argenta-Oreana, Warrensburg-Latham, Mt. Zion, Williamsville, Clinton and Monticello, I recommend we keep the fees at the same rate. \$150-\$160 at other schools, some lower, some higher. We were in the middle to low fee range. Recommend raising cafeteria fees 50 cents; Class Dues, Art, Science and Ag are similar to other districts-keep the same; Band, Choir and Chorus-don't charge; Scholastic Bowl, FFA - reduce to \$40 from \$50. They do go to tournaments and have expenses, \$150 for Driver's Ed. Our Athletic fees are way high; recommend Middle School go from \$75 to \$50, \$125 to \$100 High School with a family cap of \$350.
 - B. Chad--Band and Chorus have travelled to competitions.
 - C. John--Right now coming out of department's budget; we can put back in if needed.
 - D. James--We need to look at extracurricular versus co-curricular.
 - E. Brandi--Happy we are headed towards online registration.
8. Capital Projects Update Summer 2019
 - A. John--Have a couple of adjustments to the good.
 - B. Leo--Have a couple of changes. SKS evaluated the Grade School parking lot. We will only need to seal and repaint. Estimate is at \$10,000 paid out of 2020 money. SKS thinks it will only come in at \$5000-\$6000. Also, we put in the budget \$30,000 to do the Grade School gym floor. SKS thinks the cost will be between \$20-25,000.
 - C. Chad--Do 2020 items need done until strategic plan committees kick in?
 - D. Leo--These items have been accounted for in the Building budgets. There is \$20,000 per building in the budget to cover the little \$3,000-\$4,000 items which come up.
 - E. Chad--Do the security upgrades come out of this?
 - F. Leo--They come out of this and the 1400 Ed Fund.
 - G. John--Access upgrades are already approved. The Finance and Facilities as well as the District Committee are already starting and will vet but yes, projects can come out of multiple funds.

- H. James--Strongly encourage a line item next to the expense from the Strategic Committee.
 - I. Chad--Prioritize items as they come in.
 - J. Leo--Also note, this money is not taxpayer money, it is from sales tax.
9. Substitute Pay Rates 2019-20
- A. John--Three recommendations as we have not only a teacher shortage but also a substitute teacher shortage. Recommend raising the substitute teacher pay from \$90 per day to \$100 per day. A long term substitute works 20 or more consecutive days--recommend raising rate from \$150 per day to \$175 per day. Lastly, a new trend we are seeing is to pay a higher rate to a retired teacher who comes in to substitute--recommend \$125 per day.
10. Teacher/Employee Shortage Policy Change Considerations
- A. John--Numbers 10 and 11 fall under the same umbrella. No action to be taken tonight, potential action in May or June. Twelve month employees (custodians), currently only receive two weeks vacation their whole career whether here two years or twenty years. Would like to recommend the following scale:
 - First to Fifth Year - 10 Days
 - Sixth to Tenth Year - 12 Days
 - Eleventh to Fifteen Year - 15 Days (3 weeks)
 - Sixteenth Year Plus - 20 Days (4 weeks)I reached out to Bushue HR to see what other districts are doing and this compares to them. This gives some sort of reward to employees for staying and helps attract good employees.
 - B. James----Currently limited to only taking vacation days during summer; might want to look at changing.
 - C. John--For teaching positions which are hard to fill, would like the Board to consider giving credit for prior year's service for work in private schools. I want us to have a competitive advantage and the best teachers in front of our kids.
 - D. Lindsey--I think this is great.
 - E. Chad--I like the flexibility it give sus where we aren't automatically hiring the person with 15 years experience.
 - F. John--I think for accountability, I would need to prove to the Board a position is hard to fill.
11. Student Free Tuition for Out of District Employees - Process & Update
- A. John--Also goes along with having a competitive advantage trying to attract and keep the best teachers. District employees have children in other school districts, we could offer them the incentive of free tuition to have their children come to our district for free. I checked with David Braun regarding the impact of current contract. He said this should have nothing to do with the Collective Bargaining Agreement and negotiations. This should come through school policy. A public hearing has to happen where attendees can talk for or against. A specific written communication needs to be sent to the union. The Board would vote on a resolution which would be a five year waiver. This would have to happen at fall session. The 2020-2021 school year is the soonest it could happen as a result. We would need to decide in May whether to proceed so all paperwork could be done timely. I have checked with Mike Curry, a Superintendent up North and also the Superintendent in Taylorville who are currently offering this incentive and both have said there are no negative reactions. With the teacher shortage, we ask how we make ourselves attractive.
 - B. John--Other question to ask ourselves is what if we do this and have to add a teacher due to added students from the added staff? The other two schools say this hasn't happened. I talked to the union and the like they have something to offer as a benefit to employees,.
 - C. Kristi--The last attorney told us it had to go through the CBA (Collective Bargaining Agreement).
 - D. Chad--Yes, we were told it had to go in the CBA because of the compensation we would be spending.

12. Staffing & Program Needs 2019-2020

- A. John--It came to my attention last week we have two positions we may need to add at the Grade School. 1) Attendance at the Kindergarten level is in the mid 90's. Therefore, next year's First Grade might have to have a section added. 2) The Art system will no longer be in place as it is now by volunteers through Art Pals. They have informed us they won't be doing the Art Pals program next year. The Grade School and Middle School are working together on what to add for an art program for next year K-8 grades. This was in year two of the Strategic plan but now plan to move up to next year.
- B. Chad--How do we prioritize one line item over another?
- C. John--This is a forced priority.
- D. James--Prioritize the list to show us what order to complete things.
- E. John--Not making one thing more important than another, more of a pacing issue.

13. Important Dates April/May 2019

- A. John--We have some events coming up where we will need two or three Board members in attendance.

April 27-- Prom

May 8th-- FFA

May 15th -- High School Awards

May 20th -- Board Meeting

May 23rd -- Eighth Grade Graduation

May 24th --High School Graduation at 7 pm. Board members need to be there by 6:45.

We also need to decide whether to call a special Board meeting before the next Board meeting to disband and appoint a temporary President who then runs the next Board meeting. This meeting is also where the oath is given to the new Board members, then adjourn. This is for closure of the current Board and open the new Board. The other way is to do all of what I just said on May 20th and then continue on with normal Board meeting.

May 7th at 530 pm is scheduled for the Special meeting.

Action

14. Approval, Consent Agenda (Any item may be removed from the consent agenda by any board member.)

- a. Approval of the Open/Closed Minutes for the Board Meeting on 3/18/19
- b. Board Bills of April 2019
- c. Financial Reports
- d. Treasurer's Report of March 2019

Motion to approve James; Second Chad; all yes

15. Approval, School Fees 2019-2020 as Presented

Motion to approve James, Second Brandi; all yes

16. Approval, Substitute Rates of Pay for 2019-20 as Presented

Motion to approve James, Second Brandi; all yes

17. Approval, Hiring of District Personnel & Acceptance of Resignations/Personnel Report of 4/12/19

Motion to approve Chad; Second James; all yes

18. Adjournment

Motion to adjourn James; Second Brandi; all yes

Approved CR

Attested Lindsey White

Date 5-7-19