

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

REGULAR SCHOOL BOARD MEETING May 20, 2019 -- 6:30 P.M. HIGH SCHOOL LIBRARY

Agenda

1. Call to Order -- 6:33 pm
2. Roll Call--All Board Members present.
3. Pledge of Allegiance
4. Closed/Executive Session – Approval, To enter closed/executive session for the appointment, employment, compensation, discipline, dismissal, or performance of specific employees of the public body pursuant to Section 5.0 ILCS 120/2(c)(1).

Presentations

5. Tuition Free Process & Timelines for Employees
 - A. John A. -- David Braun is here tonight and will explain why this tuition free process should go into policy and not the Collective Bargaining Agreement. This process would allow employees to send their kids to our district tuition-free and would not go into effect until the 2020-2021 school year. There is no motion on this tonight, just discussion.
 - B. David--There is a legal process to ask the legislature for permission for a five year waiver. After five years, then go through the process again; this is not a permanent waiver. If the school district decides to go down the road there is a process. The union should be involved but this should not be a part of the Collective Bargaining Agreement (CBA). Once in there, the school district is bound to it. It expires then you have a grievance you can't win. This is why I recommend the five year waiver, then renew it every five years. The process needs started every four years. You can do this any way you want. Usually, all children of a teacher are free allowing this to be used as a recruiting tool. I recommend being transparent. You cannot guarantee if you file you will get it or once you get it that you can keep it.
 - C. John--Please review the process for us to file with the legislature.
 - D. David--1) Notice to Legislators and Union 2) Have to hold a public hearing; notes need to be taken. 3) File notice 4) Agenda 5) Hearing 6) Publication 7) All of the notices posted to websites 8) File with ISBE, then wait. The deadline is August 15th, with the hearing needed in July. It is better to file in the Fall; there is a better chance to get the Governor to sign.
 - E. Matt--Are there costs involved to file?
 - F. David--There is no filing fee.
 - G. John--The cost which could be involved would be adding an employee's child/student would increase class size possibly resulting in us needing to add a teacher.
 - H. David--It is difficult to predict costs. On the extreme ends of increasing cost would be a large family or a special needs student.
 - I. Lindsey--What is message to current teaching staff?
 - J. John--I have engaged the Association leadership and they are supportive of this initiative.
 - K. Darin--My concern is getting this accomplished within the time constraints to get it done. How many waivers like this do you see a year?
 - L. David--Two renewals, our request and two others with questions currently. On average, there are zero to three. We represent 200-210 school districts in the state and there are 40-50 currently with waivers.

- M. John--If Board is uncomfortable, I am okay with not pursuing. We can even decide after we hold the hearing we do not want to pursue.
- N. Matt--Are there issues with renewals passed?
- O. David--Not yet. Once there was a small issue but the issue revolved around the school disbanding.
- P. Darin--I have concerns the current employees are communicated the police language put forward to the union and current teachers.
- Q. David--The new policy is 7.60. We'll need to make sure employees know policy is there. The Union is responsible for making sure they understand it.
- R. Brandi--What is the policy is drafted for five years and then a new Board yanks it before the five years is up?
- S. David--I would expect there to be serious push back. It will be the status quo. It couldn't exist past five but needs to exist for the five. You could do for one year instead of five but then you are going through this process every year.
- T. John--I'm assuming it's okay to greenlight the process to the next step.

6. K-8 Art Program Proposal

- A. John--Carrie and Kris are here tonight. We are recommending to move forward with the K-8 Art Program. They are here to tell you about their recommendation and how it comes out of the survey and communication feedback. When they are done with their portion, Leo will follow up with analysis of the Education Fund and how this is feasible.
- B. Kris--Grade School Art Pals Program came in one time each month to teach Art and Art History. When we give tours, we are asked why we don't have Art at the Middle School. Parents will comment that we have music, band, why is Art absent. We want to make sure it is sustainable and won't be cut in the future.
- C. Carrie--Art Pals Art Pals is performed by volunteers. They came to me stating we are one of the last districts to use them and they have decided they are no longer going to do it. I give two to three tours a month. Each time, I get asked about music and art programs.
- D. Kris--We are in competition to get these students in our district. I called Middle Schools in other districts, some have Art courses as electives. The Building Leadership Team decided to bounce it off every other day with Tech Lit (learning Google, Microsoft, simple coding) so over the course of the year they would get a semester of Art. After talking to the Principals at Clinton and Warrensburg-Latham, this would put us in line with them and what they are doing.
- E. Carrie--At the Grade School, it would be a full time teacher. It would be 60 minutes per week integrated with their music.
- F. John--There would be 1 teacher at the Middle School and 1 teacher at the Grade School.
- G. Lori--Would Art 1 be 6th grade and Art 2 be 7th grade?
- H. Kris--1 year would teach sketch and draw, 1 year would be painting. Each level of Art would be different.
- I. Carrie--At the Grade School, the older students will have one 60 minute session and the younger students will have two 30 minute sessions. The time will be split with music; we aren't losing that program.
- J. Darin--My concern is that it sounds like we have no structured Art program until High School.
- K. Carrie--Art Pals. We are one of the only schools left they are working with and they just aren't going to do it anymore.
- L. Lindsey--How soon are we looking to do this?
- M. John--Next year. We have 9-12 established and for K-8, we are not where we need to be.
- N. Leo--Using 2016-2017 as baseline with \$8 million in expenses each year. Retirements = savings. \$50,000 in savings each retiree. New EAV-\$150,000. General State Aid has increased. Accumulated savings on chart: \$300,000 from last year's retirees, \$70,000 from increase in EAV,

\$30,000 General State Aid increase, \$100,000 this year's retirements, \$620,000 Education Fund portion of the levy.

O. Matt--Is this from the windmills?

P. Leo--Yes. EAV goes up every year with other windmills. When you come to year twenty in the life of the windmill, they come in put new generators on top to keep them working since they've already spent millions to build them. I projected the figures on out to trying to demonstrate the amount keeps going up. There is enough in the fund to cover the positions already brought to you plus two art teachers.

Q. John--We will need to know we are okay to move forward. Carrie and Kris need to know for scheduling.

7. HS Gym Video Board

A. John--The District did not pay for the one at the scorer's table. They seek out advertisers to offset the cost of the video board. The company has already secured \$45,000, in donations. Tonight we are proposing the District front the money so we can get it in our gym as soon as we can for the students. This is not just used for sports, it is also used for graduation, musicals, band.

8. Recognition of Visitors and Delegations

9. Citizens Wishing to Address the Board

Learning & Discussion

10. Memorandums of Understanding --Teacher's Contract

A. John-- Stipend B Schedule--these come on the recommendation of meetings with the Association. We would like to change out stipends which are 3% and below to pay out twice a year. They would be paid after the season has ended, in either December or June.

11. Personal Leave Pay Option

A. John--We would like to provide the option for unused personal days be paid, in addition to the options to roll to the next year or transfer into sick leave time. This would provide an incentive to get paid and not take off. It is hard to get substitute bus drivers. This would be a policy change for non-certified staff). It would be a memo of understanding for certified staff, paid at the retired substitute rate.

12. Policy Changes 5.330 & 5.45

A. John--Tonight is the second reading of the changes. Edits after the first reading have been implemented. All items in bold are changes. We will continue to mirror the non-certified to the Teacher's contract. No changes to the second one. Flexibility to use private school experience for hard to fill positions. Would approve at the next Board meeting on June 24th.

Action

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

- a. Approval of the Open Minutes for the Board Meeting on May 7, 2019
- b. Board Bills of May 2019
- c. Financial Reports
- d. Treasurer's Report of April 2019
- e. Out of District Tuition Request
- f. IESA (Illinois Elementary School Association) Renewal
Motion to approve--Matt

Second--Brad
All ayes

14. Approval, 2019-20 Handbooks

Motion to approve--Matt

Second--Brad

All ayes

15. Approval, State of Illinois Consolidated Grant Plan 2019-20

Motion to approve--Lindsey

Second--Brandi

All yes votes

16. Approval, Purchase of the HS Gym Video Board as Presented

Motion to approve--Brad

Second--Lori

All yes votes

17. Approval, Hiring of District Personnel & Acceptance of Resignations/Personnel Report of 5/17/19

Motion to approve--Matt

Second--Brad

John read Personnel Report

All yes votes

18. Adjournment

Motion to adjourn--Matt at 8:28 pm

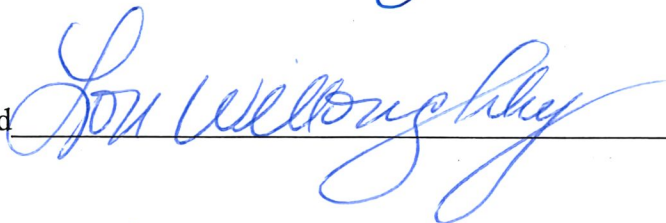
Second Lindsey

All yes votes

Approved



Attested



Date

