

**North Boone Community Unit School District No. 200**

**Minutes of the Regular Meeting of the  
Board of Education**

District Office

6248 North Boone School Road, Poplar Grove, Illinois 61065

Tuesday, October 22, 2019

6:30 p.m.

**CALL TO ORDER AND ROLL CALL**

The Regular Meeting of the Board of Education was called to order at 6:30 p.m. by President Joe Haverly.

Present: President Joe Haverly, Vice President Tom Kinser, Secretary Mary Maxey, Brian Haselhorst, Tom Moon, Ed Mulholland and Carl Rudy.

**APPROVAL OF AGENDA**

A motion was made by Mrs. Maxey and seconded by Mr. Kinser to approve the Agenda as presented.

The motion was carried by unanimous roll call.

**AUDIENCE TO VISITORS**

Mr. Jeff Schilling, Poplar Grove resident, North Boone graduate and current North Boone Club Booster member, addressed the Board regarding facilities. He remarked that many people that are very involved in the community and school share similar visions on future facilities. He noted several Boosters have many years of experience with our schools, and emphasized the involvement and passion of NBYS and Power parents. Mr. Schilling felt we all want what is best for children, and people from all facets of the community want the kids to have a nice facility. He would like to keep the conversation going, and keep the lines of communication open. He recollected this project has been a priority of various degrees over the years. He recalled it was up on the priority list around 2005-2006, and felt if it was a priority back then, wondered why it wouldn't be now. He appreciated that this has been brought up at the Facilities meetings. He confirmed the Boosters will do what they can to help. He wished for a comprehensive plan with continuity, and stated conservatively, we are at least 15 years behind the times. He noted the bleachers are not 1992 ADA compliant, but have a grandfather clause. He stated the track doesn't have enough lanes and we cannot host an IHSA track event. He would like to see our facilities brought up to modern day, as every school in our conference can host IHSA events. Mr. Schilling said although the lights are compliant, we have received complaints from officials that it is too dark. He also stated the concession stand is a tight fit. His hope is that we could work together, and mentioned borrowing money is not very expensive right now. He felt the right thing to do is to acknowledge the issues, try to plan and move forward.

**TREASURER'S REPORT**

Ms. Geyman stated the Treasurer's report was as presented.

## **SUPERINTENDENT'S REPORT**

Dr. Greenlee said the Capron freezer should be shipped by November 6<sup>th</sup> and the their fencing and backstop projects should be mostly completed by November 8<sup>th</sup>.

He mentioned the state report cards will be released on October 30<sup>th</sup>, and will be discussed at the CIA meeting next week.

The District is currently working with ROE to facilitate the SIP process beginning November 12<sup>th</sup> to continue the quality framework discussion.

Dr. Greenlee said the District will be holding our initial meeting about social/emotional issues on November 5<sup>th</sup> at 3:30 p.m.

He said the Board had asked about the fill rates since our substitute rate increase. He stated the fill rate was at about 75% which is similar to the rate from last year.

## **COMMITTEE REPORTS**

### **Policy Committee**

Mrs. Maxey said we had a Policy Committee meeting on October 9, 2019, with the first reading of policies on the agenda tonight. She noted policy 7:270 was tabled until further notice as the state and federal agencies are still in discussions regarding undesignated asthma inhalers and the dispensing of medical marijuana.

### **Business Services Committee**

Mr. Kinser stated a Business Committee meeting was held October 9, 2019 to discuss the levy and the employee assistance program, which are on the agenda tonight as informational. He noted they also discussed bus purchases, as well as the general philosophy on those purchases. Mr. Kinser said they also took a cohesive look at finances including priority projects, estimates and upcoming financial commitments. The next meeting is scheduled for November 6, 2019 at 6:30 p.m.

### **Facility/Long Range Planning Committee**

Mr. Mulholland stated the Facilities Committee had met on October 9, 2019 to discuss current projects, building needs, future and priority projects, and the sales tax usage. He said they worked through the HLS projects and his preference was to see if we could complete that work over winter and spring breaks. The next meeting is scheduled for November 6, 2019 at 5:00 p.m.

### **Curriculum, Instruction and Assessment Committee**

Mr. Rudy stated the CIA Committee will be meeting October 30, 2019 at 3:45 p.m.

## **CONSENT AGENDA**

A motion was made by Mrs. Maxey and seconded by Mr. Haselhorst to approve the consent agenda as presented.

The motion was carried by unanimous roll call.

A. Minutes of the Regular Meeting September 24, 2019

B. Personnel

Site	Person	Position	Salary	Effective/ End Date
<b>1. Certified - Hire</b>				
MES/ CES	Kayla Kuhn	Social Worker	MA, Step 3	11/1/19
<b>2. Certified – FMLA</b>				
NBHS	Kyle Solomon	Special Education Teacher	N/A	2/12/20 – 5/1/20
<b>3. Certified - Resignation</b>				
MES	Shannon Eaton	1 <sup>st</sup> Grade Teacher	N/A	9/24/19 (Was on LOA for 2019-2020)
<b>4. Non-Certified – Hire</b>				
PGE	Carol McCollum	Special Education TA (5.75 hours/day)	TA30, Step 7	10/7/19
PGE	Erika Johnson	Special Education TA (5.75 hours/day)	TA30, Step 1	10/21/19
<b>5. Non-Certified – Resignation</b>				
NBHS	Anabith Estrada	Bilingual TA (5.75 hours/day)	N/A	10/10/19
UE/MS	Tiffany Ridings	Bilingual TA (5.75 hours/day)	N/A	10/21/19
PGE	Brandon Heifner	Special Education TA (5.75 hours/day)	N/A	12/1/19
<b>6. Non-Certified - Retirement</b>				
PGE	Francisco Mendez	Head Custodian	N/A	1/6/20
<b>7. Extra-Curricular - Resignation</b>				
NBMS	Elise Olson	Assistant Track Coach	N/A	9/26/19

- C. First Reading of Policies
- D. Overnight Field Trip – NBHS Pit Crew

**UNFINISHED BUSINESS**

A. **Board Goal Initiatives**

Dr. Greenlee had updated the goal document with the progress. The Board members did not have any new items to add. Mr. Haverly suggested leaving this topic in Unfinished Business each month.

**NEW BUSINESS**

A. **October 2019 Bills**

A motion was made by Mr. Rudy and seconded by Mrs. Maxey to approve the October bills as presented.  
 The motion was carried by unanimous roll call.

B. **Life Safety Projects**

Dr. Greenlee reviewed the remaining life safety items and identified the priority projects for each school. The outstanding life safety items include flooring at the UE estimated at \$35,000; the signage at CES and PGE have been completed and only MES, UE and MS

remain at \$20,000; and fire doors at CES for approximately \$12,000. Some of the priority items could be considered larger capital improvement projects such as repairing/replacing the concrete landing at door G at CES; heating system and main level bathrooms at MES; and parking lot resurfacing at the MS. Ms. Geyman provided a spreadsheet to identify each Health Life Safety project, location, placeholder, bid, final cost, budget year and variance. The list will be brought to the November 6, 2019 Facilities meeting.

**C. Levy**

Ms. Geyman gave a presentation on the levy. She noted we received an additional \$434,299 in FY20 from Evidence Based Funding, and shared the fund balances. Since the EAV is not known when the levy is adopted, it must be predicted. The estimated EAV including new construction is \$166,321,492 and the estimated new construction is \$1,442,410. She shared information on the previous tax levies and the schedule for future bond abatements. The CPI for 2019 is 1.9%, and the district is scheduled to abate \$1,100,000. If there is a property tax relief grant available, it will be due in January. She submitted the following three options for consideration:

Option 1: Levy CPI (1.9%), levy additional money for increase in final EAV and new construction, and abate bonds at previously agreed upon amount of \$1,100,000. The estimated levy rate would be 6.9519%, meaning a potential decrease of \$231.97 per year for a \$150,000 home.

Option 2: Levy CPI (1.9%), levy additional money for increase in final EAV and new construction, abate bonds at previously agreed upon amount of \$1,100,000, and abate additional CPI % of about \$175,000. The estimated levy rate would be 6.8578%, meaning a potential decrease of \$277.78 per year for a \$150,000 home.

Option 3: Do not levy CPI increase of 1.9% and abate bonds at previously agreed upon amount of \$1,100,000. The estimated levy rate would be 6.8473%, meaning a potential decrease of \$278 per year for a \$150,000 home. The District could potentially lose up to \$175,000 in revenue.

Ms. Geyman did not recommend Option 3. She suggested holding a public hearing for transparency purposes, even though it is not necessary since we are under 5%. The levy will be brought back to the November meeting and the December meeting for a vote.

**D. District Staffing**

Dr. Greenlee presented the current certified staffing levels across the District. He provided enrollment numbers, class sizes, and spoke to multi-age sections at the elementary level. He also addressed how neighborhood and community schools had been valued in the past. Dr. Greenlee stated staff retention rates have increased in the last few years. He noted grades K, 1 and 2 are averaging 110 students, and we are graduating about 125 students, so we have been trending about 10-15 fewer students per year district-wide.

Mr. Mulholland wondered how many teachers that are hired in August make it to tenure. Dr. Greenlee didn't have an actual figure, but said although the pools are not as large in August, we have found some good teachers.

**E. Employee Assistance Program**

Ms. Geyman gave a presentation on an employee assistance program offered by Dearborn National and ComPsych. She had also presented the program to the Insurance and Business Services Committees. The program focuses on employee wellness and productivity. Staff and their families would be able to utilize online tools or call the Employee Assistance Program (EAP) confidentially with issues related to behavioral and emotional health, family, legal, financial, wellness or other personal matters. ComPsych guidance experts are counseling and work-life specialists, attorneys, financial professionals, training facilitators, health coaches and crisis experts. They have expertise in areas such as adolescents and children, anxiety disorders and depression, domestic violence, marriage and families, stress management and substance abuse. The proposal covers all staff for three sessions at \$3,840 annually (\$1.28 per employee per month), or five sessions for \$4,230 annually (\$1.41 per employee per month). The District can cancel the EAP after one year if desired. The price is guaranteed for five years if the District chooses to participate. Mr. Mulholland felt the price was reasonable. Mr. Haverly asked if the staff would like a wellness program instead. Ms. Geyman stated we are offering a wellness screening in November, and noted the Insurance Committee viewed the EAP favorably and wanted it to move forward. Mr. Kinser asked if the counseling sessions offered were local. Ms. Geyman thought counselors would be personal, and finance advice would likely be via phone. It is her understanding the EAP is designed to be local and in-network. Dr. Greenlee said a union side letter was not necessary as it wasn't bargained into the contracts. Ms. Geyman will investigate costs to employees if they happen to exceed the sessions covered under this proposal.

**EXECUTIVE SESSION**

A motion was made at 7:26 p.m. by Mrs. Maxey and seconded by Mr. Mulholland to recess to Executive Session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees or other matters provided for pursuant to §2(c) of the Open Meetings Act.

The motion was carried by unanimous roll call.

The following members were present: Brian Haselhorst, Joe Haverly, Tom Kinser, Mary Maxey, Tom Moon, Ed Mulholland and Carl Rudy.

The Open Session of the Board of Education was called to order at 7:50 p.m. by President Joe Haverly.

Present: Brian Haselhorst, Joe Haverly, Tom Kinser, Mary Maxey, Tom Moon, Ed Mulholland and Carl Rudy.

**RECOMMENDATIONS FROM EXECUTIVE SESSION**

A motion was made by Mrs. Maxey and seconded by Mr. Haselhorst to hire Julie Brosnan as a Certified District Nurse at NBUE as presented effective November 11, 2019.

The motion was carried by unanimous roll call.

**ANNOUNCEMENTS & OTHER INFORMATION**

- A. Enrollment
- B. Student Activity Reports
- C. FOIA Log

**ADJOURNMENT**

A motion was made by Mrs. Maxey and seconded by Mr. Rudy to adjourn at 7:52 p.m.  
The motion was carried by unanimous voice vote.

**PRESIDENT**                     *Joe Haverly / S /*                    

**SECRETARY**                     *Mary Maxey / S /*                    

**APPROVED: 11/12/19**