



# *Steger School District 194*

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**Dr. David T. Frusher**  
*Superintendent  
of Schools*

**Eric T. Diehl**  
*Assistant Superintendent  
of Finance and Operations*

**Jan Lenci**  
*Director of Teaching  
and Learning*

**Kimberly W. Mahoney**  
*Director of  
Special Education*

## **AGENDA**

### **STEGER SCHOOL DISTRICT 194 BOARD OF EDUCATION MEETING Thursday, September 17, 2020 6:00 P.M.**

**Practice Gym – Enter through the East Entrance Doors  
Columbia Central School**

Meeting is called to order at \_\_\_\_\_ by President Helsel.

Roll Call: Helsel, Raymond, Edwards, Turner, Page, Sarek and Butkus.

Pledge of Allegiance

Public Participation

#### **1. MINUTES (Consent Agenda)**

- ACTION** A. Approval of the minutes of the August 20, 2020, Special Board Meeting and Closed Session.
- ACTION** B. The Superintendent recommends the board review the minutes from the March 19, 2020, Closed Session meeting and they be kept closed.

#### **2. FINANCIAL ACCOUNTS**

- INFO** A. Monthly Financial Summary
- INFO** B. Imprest Fund / School District 194 Activity Account
- INFO** C. Salaries – August \$980,248.00
- INFO** D. Attorney Summary – August \$4,519.75
- ACTION** E. Payment of Bills - Approval of September

### 3. SUPERINTENDENT'S REPORT

### 4. BOARD MATTERS (Separate Action Item C and Consent Agenda D-K)

- INFO** A. Joint statement from the Illinois Education Association, Illinois Federation of Teachers, Illinois Association of School Administrators, and the Illinois Principals Association on Guidance to Illinois Schools Districts on managing Teacher Evaluation.
- INFO** B. Presentation of the 2020-2021 budget and public comment
- ACTION** C. The Superintendent recommends the Board approve the 2020-2021 Budget, as presented.
- ACTION** D. Second reading of Board Policy changes as recommended by Press Plus and IASB.
1. 4:182 Face Coverings
  2. 2:260 Uniform Grievance Procedure **QUESTION 1.**
  3. 2:265 Title IX Sexual Harassment Grievance Procedure **QUESTIONS 1. 2. 3. 4.**
  4. 5:10 Equal Employment Opportunity and Minority Recruitment
  5. 5:20 Workplace Harassment Prohibited
  6. 5:100 Staff Development Program
  7. 5:220 Substitute Teachers
  8. 5:330 Sick Days, Vacation, Holidays, and Leaves
  9. 7:10 Student Sex Equity, Sex Discrimination and Sexual Harassment/Intimidation Summary Policy Statement **QUESTION 1.**
  10. 7:20 Harassment of Student Prohibited
  11. 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment
  12. 7:185 Teen Dating Violence Prohibited
- ACTION** E. The Superintendent recommends the Board approve the Tieri & Son snow Removal contract, as presented.
- ACTION** F. The Superintendent recommends the Board approve the Absolute Best Cleaning contract, as presented.
- ACTION** G. The Superintendent recommends the Board approve the House of Light, LLC contract, as presented.
- ACTION** H. The Superintendent recommends the Board approve the 2020-2021 Fee Schedule, as presented.
- ACTION** I. The Superintendent recommends the Board approve the Administrator and Teacher Salary and Benefits report for the 2019-2020 school year, as presented.
- ACTION** J. The Superintendent recommends the Board approve the Resolution to Amend the Cafeteria Plan including a Health Flexible Spending Account and Dependent Care Flexible Spending Account effective October 1, 2020.
- ACTION** K. The Superintendent recommends the Board approve the amendment to the contract with Positive Connections, as presented.

## **5. PERSONNEL (Consent Agenda)**

- ACTION** A. The Superintendent recommends the Board approve the retirement of Beth Apostolas, 5<sup>th</sup> grade Teacher at Columbia Central, effective August 20, 2020.
- ACTION** B. The Superintendent recommends the Board approve the retirement of Mary Hires, RTI Teacher at Columbia Central, effective at the end of the 2021-2022 school year.
- ACTION** C. The Superintendent recommends the Board approve the resignation of Renee Mills, Science & Social Studies Teacher at Columbia Central, effective August 20, 2020.
- ACTION** D. The Superintendent recommends the Board approve the resignation of Joseph Hartung, Paraprofessional at Columbia Central, effective August 20, 2020.
- ACTION** E. The Superintendent recommends the Board approve the resignation of Kelsey Cavanaugh, Cross Categorical Teacher at Columbia Central, effective August 19, 2020.
- ACTION** F. The Superintendent recommends the Board approve the resignation of Heather Reynolds, CNA at Steger Primary Center, effective September 1, 2020.
- ACTION** G. The Superintendent recommends the Board approve the resignation of David Rawske, Special Education Teacher at Columbia Central, effective August 20, 2020.
- ACTION** H. The Superintendent recommends the Board approve the resignation of Lucky Collins, Paraprofessional at Columbia Central, effective September 8, 2020.
- ACTION** I. The Superintendent recommends the Board approve the employment of Jessica Bromund as a 3<sup>rd</sup> Grade Teacher at Steger Intermediate Center at MA Step 0, effective for the 2020-2021 school year.
- ACTION** J. The Superintendent recommends the Board approve the employment of Nia Butler as a Special Education Teacher at Columbia Central at BA Step 0, effective for the 2020-2021 school year.
- ACTION** K. The Superintendent recommends the Board approve the employment of Haleigh Kuhn as a CNA at Steger Intermediate Center at \$15.00 an hour, effective for the 2020-2021 school year.
- ACTION** L. The Superintendent recommends the Board approve the employment of Samuel Kessler as a Physical Education Teacher at Steger Primary Center at BA Step 1, effective for the 2020-2021 school year.
- ACTION** M. The Superintendent recommends the Board approve the employment of Katie Castro as a CNA at Steger Primary Center at \$15.00 an hour, effective for the 2020-2021 school year.

## **6. ADMINISTRATIVE REPORTS**

## **7. INFORMATIONAL ITEMS**

- A. New Business
- B. Old Business
- C. Correspondence
- D. PTO Report
- E. Upcoming Dates

## **8. CLOSED SESSION**

- ACTION** A. The Superintendent recommends that the Board go into Closed Session to discuss:
- 1. The appointment, employment, compensation, discipline performance, or dismissal of a specific employee of the public body.
  - 2. Student disciplinary matters.
  - 3. Collective negotiating matters between the public body and its employees or their representatives.

**ACTION** B. Motion to adjourn Closed session.

**ACTION** C. Motion to return to Open Session.

## **9. PERSONNEL (Consent Agenda)**

- ACTION** A. The Superintendent recommends the Board approve the Memorandum of Understanding, as presented.

## **10. ADJOURNMENT**

- ACTION** A. Motion to adjourn.