

# MINUTES

## STEGER SCHOOL DISTRICT 194 BOARD OF EDUCATION MEETING Thursday, December 19, 2019 At 6:00 P.M. COLUMBIA CENTRAL SCHOOL

The meeting was called to order at 6:02 p.m. by President Helsel. Members present Helsel, Page, Raymond, Sarek, and Geraci. Members absent: Turner and Edwards

Also present:

Dr. David Frusher, Eric Diehl, Jan Lenci, Kim Mahoney, Anne Luering, Brianne Oliver, Bruce Nieminski, Tom Aguirre, Janet Inglese, Jeff Nelson, Rachael Diehl, Anthony Graziani, and Melissa Cunha

### **PLEDGE OF ALLEGIANCE**

The Board and audience recited the Pledge of Allegiance.

### **PUBLIC PARTICIPATION**

None.

### **MINUTES**

A motion was made by Mr. Geraci and seconded by Mr. Page to approve the following items:

- ACTION** A. Approval of the minutes of the November 19, 2019, Special Board meeting regular and closed session.
- ACTION** B. The Superintendent recommends that the board review the minutes from the June 13, 2019, Closed Session meeting and that they be kept closed.

Upon roll call all members voting aye: Helsel, Page, Raymond, Sarek, and Geraci.

Members voting nay: None. Members absent: Turner and Edwards.

Members abstaining: None. Motion carried.

### **FINANCIAL ACCOUNTS**

A motion was made by Mr. Sarek and seconded by Mrs. Raymond to approve the following item under Financial Accounts:

- ACTION** E. Payment of Bills - Approval of November bills

Upon roll call all members voting aye: Helsel, Page, Raymond, Sarek, and Geraci.

Members voting nay: None. Members absent: Turner and Edwards.

Members abstaining: None. Motion carried.

## **SUPERINTENDENT'S REPORT**

Dr. Frusher updated the Board of Education on the following items:

- 11/22/19-11/24/19, Dr. Frusher attended the Triple I Conference. The sessions attended included: The Art of Painless Negotiating, Current Trends in Collective Bargaining and Contract Management, and Current Issues in bargaining. In addition, He had opportunities to strengthen relationships with the board of education members and our administrative team members; and network with superintendents and personnel from other school districts
- 12/2/19 & 12/3/19, attended Interest Based Bargaining Training. Administrators and teachers in attendance learned the process, along with Todd Hayden (Robbins-Schwartz) and Robyn Washington (IEA). Interest Based bargaining will occur on 1/6/20, 1/22/20, and 2/4/20. Eric Diehl and Dr. Frusher will work collaboratively with our Board of Education and maintain dialogue on the process.
- 12/4/19, we held our PLC Guiding Coalition Team meeting. These are our teacher leaders moving our PLC process forward at the grade and department level.
- 12/6/19, we held our SD 194 Annual Holiday Party at Bellagio's. It was a huge success. It was well attended, the food was delicious, and awesome prizes were won. Everyone went home a winner!

## **BOARD MATTERS (Consent Agenda)**

A motion was made by Mr. Sarek and seconded by Mrs. Page to approve the following action items under Board Matters:

### **INFO**

- A. First reading of Board Policy changes as recommended by Press Plus and IASB.
1. 2:20 Powers and Duties of the School Board: Indemnification
  2. 5:10 Equal Employment Opportunity and Minority Recruitment
  3. 8:30 Visitors to and Conduct on School Property **Question/Answer NO**
  4. 5:20-E Exhibit – Resolution to Prohibit Sexual Harassment
  5. 3:40-E Exhibit – Checklist for the Superintendent Employment Contract Negotiation Process
  6. 7:270 Administering Medicines to Students **Question/Answer No**
  7. 4:30 Revenue and Investments
  8. 4:80 Accounting and Audits
  9. 4:150 Facility Management and Building Programs
  10. 5:250 Leaves of Absence
  11. 5:290 Employment Termination and Suspensions
  12. 5:330 Sick Days, Vacation, Holidays, and Leaves
  13. 6:20 School Year Calendar and Day
  14. 6:60 Curriculum Content **Question/Answer No**
  15. 6:150 Home and Hospital Instruction
  16. 7:20 Harassment of Students Prohibited
  17. 7:150 Agency and Police Interviews
  18. 4:15 Identify Protection
  19. 2:70 vacancies on the School Board – Filling Vacancies
  20. 2:70-E Exhibit – Checklist for Filling Board Vacancies by Appointment
  21. 2:100 Board Member Conflict of Interest
  22. 2:105 Ethics and Gift Ban **Question/Answer The Board President**

23.2:110 Qualifications, Term, and Duties of Board Officers

**Question/Answer The Board President**

24.2:200 Types of School Board Meetings

25.2:220 School board Meeting Procedure

26.2:220-E Exhibit – Motion to Adjourn to Closed Meeting

27.2:220-E6 Exhibit – Log of Closed meeting Minutes\

28.2:260 Uniform Grievance Procedure

29.5:20 Workplace Harassment Prohibited

30.5:30 Hiring Process and Criteria **Question/Answer No**

31.5:90 Abused and Neglected Child Reporting

32.5:220 Substitute Teachers

33.4:60 Purchases and Contracts

34.5:100 Staff Development Program

35.5:120 Employee Ethics; Conduct, and Conflict of Interest

36.5:200 Terms and Conditions of Employment and Dismissal

37.5:50 Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and

Cannabis Prohibition **Question/Answer Yes, Question/Answer Replace**

38.5:35 Compliance with the Fair Labor Standards Act

- ACTION** B. The Superintendent recommends that the board approve the 2019 Tax Levy as presented.
- ACTION** C. The Superintendent recommends the Board authorize the submission of the School Maintenance Project Grant (SMPG) application and the reservation of the necessary amount of O&M funds to satisfy the local match requirement.
- ACTION** D. The Superintendent recommends the Board approve the agreement with Illinois Electric Brokerage and Dynegy Energy Services, LLC for electrical services for 12 months.

Upon roll call all members voting aye: Helsel, Page, Raymond, Sarek, and Geraci.

Members voting nay: None. Members absent: Turner and Edwards.

Members abstaining: None. Motion carried.

**PERSONNEL (Consent Agenda)**

A Motion was made by Mr. Geraci and seconded by Mr. Sarek to approve the following action items under Personnel: ACTION G was removed from the agenda.

- ACTION** A. The Superintendent recommends the Board approve the resignation of Brekell McMillian Paraprofessional at Steger Intermediate Center, effective November 29, 2019.
- ACTION** B. The Superintendent recommends the Board approve the resignation of Tyrone Carlisle Jr. Paraprofessional at Steger Intermediate Center, effective December 6, 2019.
- ACTION** C. The Superintendent recommends the Board approve the employment of Heather Reynolds as a Certified Nursing Assistant (CNA) at Steger Primary Center for the 2019-2020 school year.
- ACTION** D. The Superintendent recommends the Board approve the Maternity leave for Katie Bernecker, 4th grade teacher at Steger Intermediate Center, effective April 5, 2020 through June 2, 2020.
- ACTION** E. The Superintendent recommends the Board approve the employment of Noah Huffman as a Dishwasher at Columbia Central for the 2019-2020 school year.

- ACTION** F. The Superintendent recommends the Board approve the employment of Justin Lane as a night Custodian at Columbia Central for the 2019-2020 school year.
- ACTION** G. The Superintendent recommends the Board approve the employment of Delia Cuerrington as a PE Paraprofessional at Columbia Central for the 2019-2020 school year. **REMOVED FROM THE AGENDA**

Upon roll call all members voting aye: Helsel, Page, Raymond, Sarek, and Geraci.  
Members voting nay: None. Members absent: Turner and Edwards.  
Members abstaining: None. Motion carried.

## **ADMINISTRATIVE REPORTS**

- INFO** A. Eric Diehl, Assistant Superintendent of Finance and Operations  
Annual Financial Report June 30, 2019  
Annual Financial Statements June 30, 2019  
Annual Investment Report June 30, 2019

## **INFORMATIONAL ITEMS**

### New Business

Mrs. Helsel acknowledged Anthony Graziani and all his work in hauling band equipment around to senior citizens centers in the area for the Columbia Central Band to perform.

“Spirit of Giving” writing contest for 2<sup>nd</sup> & 3<sup>rd</sup> graders. Ms. Cunha recognized The Village of South Chicago Heights, South Chicago Heights Police Fire and The Village of Steger, Steger Police, Fire and EMA for raising the funds for the students of Steger Intermediate Center and Grant School students who wrote letters regarding the Spirit of Giving”.

### Old Business

### Correspondence

### PTA Report

None.

Ms. Oliver from Columbia Central appreciated all the work PTA helped with Columbia Central holiday shop.

## **CLOSED SESSION**

- ACTION** A. At 7:13 p.m. a motion was made by Mr. Geraci and seconded by Mr. Sarek to go into Closed Session to discuss the following.
1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body;
  2. Student disciplinary matters;
  3. Collective negotiating matters between the public body and its employees or their representatives.

At 9:07 p.m. a motion was made by Mr. Geraci and seconded by Mr. Sarek to adjourn closed session.

Upon roll call all members voting aye: Helsel, Page, Raymond, Sarek, and Geraci.  
Members voting nay: None. Members absent: Turner and Edwards.  
Members abstaining: None. Motion carried.

### **RETURN TO OPEN SESSION**

At 9:08 p.m. a motion was made by Mr. Geraci and seconded by Mrs. Page to return to open session.

Upon roll call all members voting aye: Helsel, Page, Raymond, Sarek, and Geraci.  
Members voting nay: None. Members absent: Turner and Edwards.  
Members abstaining: None. Motion carried.

### **9. PERSONNEL**

A motion was made by Mr. Sarek and seconded by Mrs. Raymond to approve the following action items under Personnel:

**ACTION B.** The Superintendent recommends the board approve the resolution authorizing notice to remedy against certified teacher Sheila Clark.

Upon roll call all members voting aye: Helsel, Page, Raymond, Sarek, and Geraci.  
Members voting nay: None. Members absent: Turner and Edwards.  
Members abstaining: None. Motion carried.

### **ADJOURNMENT**

At 9:10 p.m. a motion was made by Mr. Geraci and seconded by Mrs. Raymond to adjourn the meeting.

Upon roll call all members voting aye: Helsel, Page, Raymond, Sarek, and Geraci.  
Members voting nay: None. Members absent: Turner and Edwards.  
Members abstaining: None. Motion carried.

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Secretary, Board of Education

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President, Board of Education