

**MINUTES OF REGULAR MEETING
OF
BOARD OF EDUCATION, SCHOOL DISTRICT NO. 172
ADAMS COUNTY, ILLINOIS
HELD ON DECEMBER 18, 2019 – 6:00 P.M.**

Meeting Convened

The Board of Education of School District No. 172, Adams County, Illinois, met in regular session on December 18, 2019, at 6:00 p.m. in the Board of Education Office, Room 214, 1416 Maine Street, Quincy, Illinois, in said school district.

Roll Call

The meeting was called to order by President Ali, who directed the secretary to call the roll. On the call of the roll, the following members were present and answered to their names: Members Ali, Arns, Bailey, McNay, Nichols, Troup, and Whitfield; and the following members were absent: None. Whereupon the President declared a quorum was present.

Moment of Silence

President Ali declared a moment of silence and reflection.

Pledge of Allegiance

The Pledge of Allegiance was led by Superintendent Webb.

Focus on Students – Good Things Going On!

Good News Report. Public Information Officer Bob Gough reported on some of the *acts of kindness* in December at the K-5 schools including meals and treats for staff, can goods collections, and carol and coin donations. Mr. Gough said that HyVee Food Stores donated over 1500 pairs of socks for students.

District PTA. District 8 PTA Director Jeann Morrison reported on the PTA Reflections Program and display at the Art Center. Nine entries have made it to the state level.

Questions and Comments

President Ali opened the meeting to questions and comments to members of the Board, by members of the public and employees of the district, in compliance with state statutes.

Mr. Kerkhoff distributed some articles and commented on Illinois property taxes, indoctrination, and climate change.

Consent Agenda

It was moved by Member Bailey and seconded by Member McNay to approve the following items on the Consent Agenda:

- a. Treasurer's Report – November 2019*
- b. Minutes – November 20, 2019*
- c. Check Register and JH/SH Activity Fund Reports*
- d. Acknowledge receipt of the Freedom of Information Log: November 16 through December 13, 2019 (Information Only) – None.*

On the call of the roll, the following members voted Aye: Members Ali, Arns, Bailey, McNay, Nichols, Troup, and Whitfield; and the following members voted Nay: None. Whereupon the President declared the motion carried.

Reports of the Superintendent

2020-2021 School Calendar Draft. Superintendent Webb presented a draft of the 2020-2021 school calendar which has been vetted through the QF Union. Teacher Institute day will begin the year on Friday, August 14 and the first day for students will be Monday, August 17. Quincy Conference will be October 8 and 9. Parent/Teacher Conferences will be the last week of October. Winter break will be December 19 – January 3. Spring break will be March 29 through April 5. The Board will vote on the calendar at next month's meeting.

Building Committee

The Building Committee did not meet in December.

Finance Committee

Chairperson McNay presented the Financial Committee report. The committee reviewed the monthly financial update, cash flow summary, check registers, and junior high/senior high activity funds. The 2019 Tax Levy was reviewed. There were no changes from last month's meeting. The Finance Committee recommended applying for a tax relief grant through the State of Illinois. It is unlikely QPS would be awarded this grant, as other Illinois districts with higher tax rates would be the first to receive this funding.

Ryan Whicker, Chief of Business Operations, reported on the five-year budget projections. The projections indicate deficits in the Education, Operation and Maintenance, and Transportation funds beginning with fiscal year 2021-22. The projections include the impact of the \$15 minimum wage mandate and the \$40k minimum teacher salary mandate. The Finance Committee discussed placing a 53-cent education fund referendum on the March 17, 2020 ballot. Chairperson McNay explained that EAV increases are barely keeping up with expenditures. There are approximately \$5.3M of

additional needs, ranging from technology to additional staffing throughout the district. The education fund tax referendum is a way to counter projected budget deficits and new state salary mandates coupled with meeting district needs for additional technology and personnel.

Board President Ali said that the Board's commitment has always been the same—to be transparent and honest with the community. He said it's not about agreeing with the Board, it's about giving the Board the ability to have a conversation with the community. He pointed out that there may be some misconception that the new buildings have made the district's financial situation worse. Financially, they have increased efficiency and reduced costs significantly. The community took a leap of faith in the Board's ability to manage an \$89M building project. The project was two years ahead of schedule and finished with approximately \$1.8M in unused funds. The District has stretched every dollar to its maximum. Cuts were made in areas least affecting the education of students. QPS has strong leadership with Superintendent Webb. President Ali said hiring Mr. Webb four years ago was a game changer for the district and community. Top administrative positions were cut by three. Buildings found ways to reduce costs. Total cost reduction was \$1.8M. There are still significant obstacles to overcome. President Ali presented some referendum facts and information:

- QPS's Education Fund Tax Rate ranks 49th out of 49 Large Unit District Association (LUDA) districts.
- QPS is the only LUDA district still using the state imposed \$1.84 Education Fund Tax Rate, which was established in 1988.
- QPS's Education Fund Tax Rate is more than 73% lower than Jacksonville, Moline, and Rock Island.
- QPS's Education Fund Tax Rate is more than 48% lower than Galesburg and also lower than Barry, Bowen, Payson, and Mendon.
- QPS had 143 certified employees resign over the past three years. (43 in 2019, 53 in 2018, and 47 in 2017).
- According to the Evidence-Based Funding Model, the State owes QPS an additional \$22M annually to be considered 100% funded. QPS is currently funded at 72% by the State of Illinois.
- QPS started 2017-18 with 13.5 unfilled positions and started 2018-19 with 21.5 unfilled positions. However, QPS was creative and temporarily filled these positions with retired teachers, long-term substitutes, CBE teachers, etc. Only 3.5 positions were truly unfilled all year for both years. This number consisted of school psychologists and school social workers.
- In July of 2017, the State of Illinois was behind two categorical payments and the state budget had not been passed. There was a threat that QPS would not receive its General State Aid Payments. At that time, the State owed QPS \$2.9M in back payments. QPS was able to open its doors and operate only on local property taxes. Loan options were considered to keep QPS doors open.
- QPS has issues with behavior and disruption in some classrooms in our schools. These issues affect other students, parents, our team members, and the community's confidence in the district's ability to provide top tier education inside our classrooms and buildings.

If these trends continue, the Board feels we will be forced to hire teachers that we do not want in

our classrooms educating our students.

- The Board has focused on the district’s leadership positions and has total confidence in leadership at all levels.
- Superintendent Webb has led by example and has committed to be the QPS superintendent until he retires.
- QPS does not have an option to increase revenue; therefore, the alternative is to cut expenditures.
- QPS has reduced FTE at central office (executives) by three.
- All buildings were asked to cut expenditures and the result was a total cost reductions of \$1.8.
- New buildings have increased efficiencies and have reduced costs.
- The QPS building project was two years ahead of schedule finishing with approximately \$1.8M in unused funds.
- In 2013, QPS’s total tax rate was \$4.13. Today, the total tax rate is \$3.95.
- The community shows faith in the decisions of the current Board through two uncontested board elections.

Property Tax Relief Grant

It was recommended by the Finance Committee and moved by Member McNay to approve submission of the State Property Tax Relief Grant. On the call of the roll, the following members voted Aye: Members Ali, Arns, Bailey, McNay, Nichols, Troup, and Whitfield; and the following members voted Nay: None. Whereupon the President declared the motion carried.

Policy Committee

Chairperson Bailey reported that the Policy Committee reviewed recommended policy changes from IASB Policy Services. The following policies were laid on the table for approval at the next Board meeting:

2:20	Power and Duties of the School Board	5:120	Employee Ethics, Conduct, and Conflict of Interest
2:70	Vacancies on the School Board	5:200	Terms and Conditions of Employment and Dismissal
2:100	Board Member Conflict of Interest	5:250	Sick Leave, Leaves of Absence, Holidays and Vacation (Professional Personnel)
2:105	Ethics and Gift Ban	5:290	Employment Termination and Suspensions
2:110	Qualifications, Term and Duties of Board Officers	5:330	Sick Days, Vacation, Holidays, and Leaves (Educational Support Personnel)
2:200	Types of School Board Meetings	6:20	School Year Calendar and Day
2:220	School Board Meeting Procedure	6:60	Curriculum Content
2:260	Uniform Grievance Procedure	6:150	Home and Hospital Instruction
4:15	Identify Protection	6:300	Graduation Requirements
4:30	Revenue and Investments	7:20	Harassment of Students Prohibited
4:60	Purchases and Contracts	7:150	Agency and Police Interviews
4:80	Accounting and Audits	7:180	Prevention of and Response to Bullying, Intimidation, and Harassment
4:150	Facility Management	7:270	Administering Medicines to Students
5:10	Equal Employment Opportunity and Minority Recruitment		

5:20	Workplace Harassment Prohibited	8:30	Visitors to and Conduct on School Property
5:30	Hiring Process		
5:50	Drug and Alcohol-Free Workplace, E-Cigarette, Tobacco, and Cannabis Prohibited		
5:90	Abused and Neglected Child Reporting		
5:100	Staff Development Program		

Resolution Regarding Risk Management Program

It was moved by Member Troup and seconded by Member Bailey to approve the Resolution Regarding Risk Management Program (Doc. Reg. No. 3112). On the call of the roll, the following members voted Aye: Members Ali, Arns, Bailey, McNay, Nichols, Troup, and Whitfield; and the following members voted Nay: None. Whereupon the President declared the motion carried.

Adopt Resolution Amount Necessary to be Levied

It was moved by Member McNay and seconded by Member Arns to approve the Resolution to Establish 2019 Tax Levy (Doc. Reg. No. 3110). On the call of the roll, the following members voted Aye: Members Ali, Arns, Bailey, McNay, Nichols, Troup, and Whitfield; and the following members voted Nay: None. Whereupon the President declared the motion carried.

School Resource Officer Memorandum of Understanding

It was moved by Member Bailey and seconded by Member Whitfield to approve the School Resource Officer Memorandum of Understanding (Reg. No. 3113). On the call of the roll, the following members voted Aye: Members Ali, Arns, Bailey, McNay, Nichols, Troup, and Whitfield; and the following members voted Nay: None. Whereupon the President declared the motion carried.

Resolution for Increasing the Maximum Educational Fund Tax Rate March 17, 2020 Election

It was moved by Member McNay and seconded by Member Troup to approve the Resolution for and requiring the submission of the proposition of increasing the maximum educational fund tax rate to the voters of Quincy Public School District 172, Adams County, Illinois, at the general primary election to be held on March 17, 2020 (Doc. Reg. No. 3114). On the call of the roll, the following members voted Aye: Members Ali, Arns, Bailey, McNay, Nichols, Troup, and Whitfield; and the following members voted Nay: None. Whereupon the President declared the motion carried.

Executive Session

The Board did not go into executive session.

Student Discipline

It was moved by Member McNay and seconded by Member Nichols to adopt the recommendation for a pre-expulsion agreement for one QHS student. On the call of the roll, the following members

voted Aye: Members Ali, Arns, Bailey, McNay, Nichols, Troup, and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried.

Personnel Addendum

It was moved by Member McNay and seconded by Member Troup to approve the Revised Personnel Addendum. On the call of the roll, the following members voted Aye: Members Ali, Arns, Bailey, McNay, Nichols, Troup, and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried.

CERTIFIED				
APPOINTMENTS/CHANGE IN ASSIGNMENT				
1	R	MIKE LLEWELLYN-HEAD 8 TH GRD VOLLEYBL COACH JH	\$4,258.27 STIPEND	12/1/19
2	R	KAILEY OWSLEY-HEAD 7 TH GRD VOLLEYBL COACH JH	\$2,665.83 STIPEND	12/4/19
3	P	TITLE 1 TUTORS QND TIMESHEET \$28/HR	APPROX 3 HRS/WK	11/25/19
		Donna McCulloch Karen Harris Rose Weston Amber Feldner (START DATE TBD)	Michael Young Diane Kasparie Kathryn Untiedt Nathan Koettters	
4	P	TITLE 1 TUTORS NON-PUBLIC TIMESHEET \$28/HR	HRS VARY	8/14/19
		Jamie McDowell – Blessed Sacrament Linda Saunders – St. Dominic Allison Gabriel – Blessed Sacrament Joan Kroeter – St. Dominic- Effective 10-7-19		
5	P	TITLE 1 EXT DAY INSTRUCTORS K-5 TIMESHEET \$28/HR	3 HRS/WK	2019-20 SCH YR
		Tom Regner Amy Mock Amber Holtschlag Michelle Stegeman Kevin Genenbacher (Sub)	Megan Rose Tori Blickhan (Sub) Shelby Dietsch (Sub) Amanda Dice (Sub)	
6	P	21ST CCLC EXT DAY/CLUB SPONSORS/NIGHT SCH STAFF	QHS \$28/HR TIMESHEET	2019-20 SCH YR
		Conny Bakker Gerhardt Dana Ludwig Julie Little	Brenda Stadler Shelly Cobb Brandi Many	

PERSONNEL CODES

\$\$ - New operating Fund Position (increase in FTE)
 B - Paid for by Booster Clubs
 C - Change in classification or position
 O - Other
 P - New Project Fund position
 PR - Replacement for Project Fund position
 R - Replacement for vacant Operating Fund Position
 S - Summer School



***REVISED PERSONNEL ADDENDUM**

Quincy Board of Education

December 18, 2019

		Vonda Jacoby Kelley Lawson Marlene Hellhake Jenni Moran Cathy Codd-Bower Dan Lefler Char Cearlock Betty Lawless Tyler Wheeler	Sharla Heightman Laura Schreacke Ben Dombroski Andrea Nicholson Christina Meyer Cheryl Dreasler Mindy Jackson Stephanie Peters	
7	P*	21ST CCLC CLUB SPONSORS QHS	STIPEND \$931.82	2019-20 SCH YR
		Betty Lawless Char Cearlock Jennifer Moran Tyler Wheeler Dan Lefler		
LEAVES				
8		CASSANDRA KOCH – KDG LDE FMLA	APPROX 3/3 – 5/12/20	
9		MARY MILLER – 4 TH BALDWIN FMLA RESTRICTIONS	THRU 12/18/19	
10		SERA JARVIS – 4 TH GRD ROONEY FMLA	11/25/19 – 12/9/19	
11		MICHELLE DEEGE – MATH QHS FMLA DATE CHG	12/10/19 – APPROX 3/12/20	
12		JACLYN ARENS – KDG BALDWIN FMLA DATE CHG	10/8 – 12/2/19	
13		JENNIFER MORAN – SP ED QHS FMLA DATE CHANGE	10/17 – 11/25/19	
RESIGNATIONS				
14		BEN DOMBROSKI – 9 TH HR EXT DAY QHS	12/17/19	EXT DAY ONLY
15		KARI FOULK – 3 RD GRD LDE	12/20/19	
16		JAMES EDDY – ASST WRESTLING COACH QJHS	11/21/19	
17	*	GLORI DUESTERHAUS-QHS PART-TIME CASE MANAGER	12/20/19	
EDUCATIONAL SUPPORT				
APPOINTMENTS/CHANGE IN ASSIGNMENT				
18	P	MAX MOSLEY – 21 ST CCLC SUPPORT STAFF QHS	\$28/HR TIMESHEET	2019-20 SCH YR
19	R	JESSICA GENENBACHER – PARA QHS	LEV C STEP 0 \$11.39/HR	11/26/19
20	R	SUSAN MERREIGHN – COOK QHS (173 DAYS)	STEP 4 \$9.79/HR 6.5 HRS/DAY	12/16/19
21	R	DALLAS GARCIA – PARA ECFC	LEV C STEP 0 \$11.39/HR	12/9/19
22	R	STEPHEN CULLO-SECURITY GUARD ABC (181 DAYS)	STEP 0 \$11.71/HR	1/6/20 (PREV TRANSP)
23	R	JENNA HICKMAN – FAM SUPP SPEC ECFC (181 DAYS)	FAM SUPP BA STEP 1	\$17.94/HR 12/4/19
24	R	SUSAN ZANGER – PARA LDE	LEV C STEP 0 \$11.39/HR	11/25/19
25	R	STACY ACHILLES – COOK BALDWIN (173 DAYS)	STEP 0 \$9.21/HR	12/2/19
26	R	KIJANNA EDWARDS – PARA QHS	LEV C STEP 0 \$11.39/HR	11/19/19
27	\$\$	BRIAN TEST – SECURITY GUARD ECFC	NO CHG IN SALARY	1/6/20
28	R	CARRIE SMITH -COOK ROONEY (173 DAYS) 27.5 HRS/WK	STEP 3 \$9.39/HR	12/2/19
29	P	CATHERINE BRUENING – TITLE 1 SSFL NON-PUBLIC	\$28/HR TIMESHEET	HRS VARY 12/2/19
30	R	SHERYL PERRY – PARA ILES	LEV C STEP 0 \$11.39/HR	12/11/19
LEAVES				
31		LACEY CORRIGAN – SECRETARY ROONEY FMLA	APPROX 2/26 – 4/6/20	
32		KELLY LAMMERS – NURSE QHS FMLA DATE CHG	10/28/19 – 1/6/20	
33		AMY PETERS – SOC WKR LIAISON DISTRICT FMLA	1/22 – APPROX 3/4/20	
34		VALARIE BORDENKIRCHER – SSFL ILES FMLA	12/9/19 -APPROX 1/20/20	
35		DIANA BRADLEY – SP ED OT FMLA	12/10 – APPROX 12/14/19	

36		GAYNELL AYO – SECRETARY ABC/ACRSS FMLA	12/2 - 12/6/19	
37		DEBORAH TERWELP – FOOD SERVICE BALDWIN FMLA	12/2 – 12/9/19	
38		LINDA HULL – TRANSPORTATION FMLA	12/18/19 -APPROX 2/12/19	
39		MICHAEL MAY – SECURITY ROONEY FMLA EXTENSION	11/11/19 – 2/17/20	
40	*	BARB PUDLO – TRANSPORTATION FMLA	1/30 – APPROX 3/26/20	
41	*	LISA DILLEY – CAFETERIA QHS FMLA CHANGE	RELEASED FOR FULL DAY	1/6/20
RESIGNATIONS				
42		BRANDY EMBRY – PARA ABC ACADEMY	12/31/19	
43		ERICA CORRIVEAU – SSFL DENMAN	12/4/19	
44	*	EMY HILGENBRINCK – PARA ECFC	12/20/19	
45	*	JEANNE PULS – CUSTODIAN QJHS	12/20/19	

Adjournment

It was moved by Member McNay and seconded by Member Nichols at 6:30 p.m. that the regular meeting adjourn. On the call of the roll, the following members voted Aye: Members Ali, Arns, Bailey, McNay, Nichols, Troup, and Whitfield; and the following members voted Nay: None. Whereupon the President declared the motion carried and the regular meeting was duly adjourned.

/s/ Sayeed Ali
President

/s/ Phyllis Stewart
Secretary