

**MINUTES OF REGULAR MEETING**  
**OF**  
**BOARD OF EDUCATION, SCHOOL DISTRICT NO. 172**  
**ADAMS COUNTY, ILLINOIS**  
**HELD ON NOVEMBER 17, 2010**

Meeting Convened                    The Board of Education of School District No. 172, Adams County, Illinois, met in regular session on November 17, 2010, at 7:00 p.m. in the Round Room in the Baldwin Intermediate School Building located at 3000 Maine Street, Quincy, Illinois, in said school district.

Roll Call                                The meeting was called to order by President Niekamp, 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 Bemis, Daniels, Dickerson, Krause, Lovelace, Mays, and Niekamp; and the following members were absent: None. Whereupon the President declared a quorum was present. Member Lovelace was present telephonically.

Pledge of Allegiance                In honor of School Board Members' Day on November 15, Board Members led the Pledge of Allegiance.

Questions and Comments            President Niekamp 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. Jeff Kerkhoff commented on the district's audit and common bank account.
- Mr. Scott Stone suggested the current Board review the salary percentages in the Tort Levy and said the district is in no position to pay for the turf at Flinn Stadium.

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

- a. Treasurer's Report
- b. Board Minutes - October 20 and October 30, 2010

On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause, Lovelace, Mays, and Niekamp; and the following member voted Nay: None. Whereupon the president declared the motion carried.

Reports of Superintendent            **1. My Fair Lady.** Superintendent Lemon commented on the extraordinary performance of My Fair Lady presented by the QHS Music Department. He congratulated Director Kathi Dooley and all students and staff involved in the production.

**2. Board Member Recognition.** Superintendent Lemon thanked Board Members for their service and dedication in honor of School Board Members' Day held on November 15.

Curriculum  
Committee

The Curriculum Committee report was presented by Chairpersons Mays and Krause. An overview of School Improvement Plans was presented to the Committee which included common attributes and common challenges shared by all schools. The Committee discussed issues for future consideration including the school calendar, trends in achievement gaps, and retention decisions.

Building  
Committee

The Building Committee report was presented by Chairperson Bemis. A summary of remaining 2010 Health Life Safety Projects, bid process and timelines was presented. A list of Life Safety Projects for 2011 was discussed. The Committee heard a proposal for possible lease of the QPS athletic fields adjacent to Quincy High School and Baldwin to the YMCA during the summer. The Flinn Field Turf Proposal was discussed.

Policy Committee

The Policy Committee did not meet in November.

Finance Committee

The Finance Committee report was presented by Chairperson Daniels. The Committee reviewed the tentative annual tax levy, monthly financial update, and self-insurance fund.

Check Register  
JH/SH Activity  
Account

It was recommended by the Finance Committee and moved by Member Daniels to approve the the check register dated November 12, 2010. On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause, Lovelace, and Mays, and Niekamp; and the following member voted Nay: None. Whereupon the president declared the motion carried.

Tort Fund/IMRF

Business Manager Bud Martin presented information on the Tort Fund. He said he will present information on a different fund at each month's Board meeting. Mr. Martin said that the Tort Fund was previously part of the Education Fund but is now a separate fund. He said the Board controls the levy for the Tort Fund and he read the purpose of the fund from the Illinois School Code. The levy is based on costs identified in the District's Risk Management Plan associated with safety and liability. The largest expenses are the security department, workers' compensation, insurance, and legal fees and judgements. A portion of the superintendent, administrators, deans, and nurses' salaries are paid with Tort funds. During the past several years, the district has been spending down a surplus in the Tort Fund which is nearly gone. Costs identified in the Risk Management Plan are \$2.2 million but the district has only been levying \$1 million. The tentative tax levy includes increasing the Tort Levy to \$2.2 million to cover actual expenses. This can be done without raising the overall tax rate.

Member Daniels explained that the law also allows districts to control the IMRF/Social Security portion of the levy to help manage the overall tax rate. He distributed a handout to the Board on the percentages paid by the district and by employees to the Teacher Retirement System and Illinois Municipal Retirement Fund.

Reports from  
Representatives of  
the Board

1. **Special Education.** No report.
2. **Area Vocational Technical Center.** Superintendent Lemon reported that Rotary Students of the Month for October were QAVTC students Paige Daniels and Sarah Schuckman
3. **Large Unit District Association.** No report.
4. **Insurance.** No report.

Tentative Tax Levy

Business Manager Bud Martin presented the Tentative Tax Levy. Although increases are proposed for two funds, the overall tax rate will be 4.00167, down from 4.02130 in 2009. The largest increase is in the Illinois Municipal Retirement Fund (IMRF) to compensate from the previous year of under-levying and reflects the actual cost to fund the IMRF program for the district's educational support staff. The Tort levy was also increased to more accurately reflect the District's tort-related expenses. The Tort fund has been under-levied the past several years in order to spend down a surplus pending the outcome of a lawsuit involving the District's use of the Tort Tax. The Illinois Supreme Court ruled in favor of the district's use of the Tort Levy as outlined in the District's Risk Management Plan. This Plan protects students, staff and the public against liability and identifies risk management, educational, inspectional and supervisory expenses directly attributable or relating to loss protection and prevention. The Education Fund tax rate remains at \$1.84, the maximum rate allowable without a referendum. Mr. Martin stated that Quincy is well below the State's average Education Fund tax rate for comparable districts which is \$2.57. Final approval of the levy will be at the December 22nd Board meeting.

Member Mays spoke in opposition to raising the Tort levy. He said it is an easy way to go in struggling times but he is against subsidizing salaries with Tort money. He suggested costs could be offset with an insurance policy instead. Member Daniels asked about how much insurance would be needed and projected it would be more effective to be proactive instead of buying insurance. He said the courts upheld the district's Risk Management Plan which is reviewed and re-adopted each year.

It was moved by Member Daniels and seconded by Member Dickerson to adopt the Resolution Regarding Estimated Amount Necessary to be Levied for the Year 2010 and direct compliance with the Truth in Taxation law as necessary (Doc. Reg. No2494). On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause, Lovelace, and Mays; and the following member voted Nay: Member Niekamp. Whereupon the president declared the motion carried.

Flex Plan Provider

Horace Mann Investors has offered to administer the district's flexible spending plan at no charge. Mr. Colin Ash, agent, presented some background information to the Board on the Horace Mann Company. The district's current provider is Cason, Huff and Schlueter who have provided excellent service but charge the district between \$14,000 and \$18,000 per year.

It was moved by Member Daniels and seconded by Member Krause to approve Horace Mann as the district's flexible spending plan provider (Doc. Reg. No. 2496). On the call of the roll, the following members voted Aye: Members Daniels, Dickerson, Krause, Lovelace, and Mays, and Niekamp; and the following member voted Nay: Member Bemis. Whereupon the president declared the motion carried.

School  
Improvement Plans

It was moved by Member Krause and seconded by Member Dickerson to approve the School Improvement Plans. On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause, Lovelace, and Mays, and Niekamp; and the following member voted Nay: None. Whereupon the president declared the motion carried.

Executive Session

It was moved by Member Dickerson and seconded by Member Daniels that the Board suspend the rules and go into executive session to discuss student discipline, collective bargaining, pending litigation, sale of real estate, and employment of personnel. On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause, Lovelace, Mays, and Niekamp; and the following member voted Nay: None. Whereupon the president declared the motion carried.

Resumption of  
Rules

It was moved by Member Dickerson and seconded by Member Krause to resume the conduct of the regular meeting under rules. On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause, Lovelace, Mays, and Niekamp; and the following member voted Nay: None. Whereupon the president declared the motion carried.

Student Discipline

It was moved by Member Dickerson and seconded by Member Krause to confirm the recommendation made in executive session to expel one Quincy Senior High School student. On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause, Lovelace, Mays, and Niekamp; and the following member voted Nay: None. Whereupon the president declared the motion carried.

Personnel  
Addendum

It was moved by Member Daniels and seconded by Member Krause to approve the Revised Personnel Addendum as presented.

On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause, Lovelace, Mays, and Niekamp; and the following member voted Nay: None. Whereupon the president declared the motion carried.

**\* REVISED PERSONNEL ADDENDUM**  
Quincy Board of Education

**November 17, 2010** (Salaries subject to change pending signed contract agreement)

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

**PERSONNEL ITEMS REQUIRING BOARD ACTION**

**CERTIFIED**

APPOINTMENTS/CHANGE IN ASSIGNMENT

- 1)P BIZ McCONNELL - TAOEP Mentor Tutor QJHS. 2 hrs/day - 10 hrs/week. \$20/hr. Effective November 3, 2010
- 2)O LINDA McNAY - changed from Math teacher at QJHS to Math at Baldwin North. Effective October 25, 2010.
- 3)R \* KATHY GRULKE - QJHS Math. Salary: MS degree with 17 years - 118 days = \$30,132.48 for 2010-11. Effective November 15, 2010.

TAOEP EXTENDED DAY CERTIFIED TUTORS QJHS - \$28/hr - Effective 11/01/10

- 4)P \* DANA STAFFORD - 3 hrs/week
- 5)P \* MATT McCLELLAND - 3 hrs/week
- 6)P \* SHARLA HEIGHTMAN - 3 hrs/week
- 7)P \* MIKE SHULL - 3 hrs/week
- 8)P \* DENISE PRESSER - 1 hr/week
- 9)P \* LYNN WHITE - 1 hr/week
- 10)P \* BEVERLY BOCKHOLD - 1 hr/week
- 11)P \* TRACY ROSE - 1 hr/week

TAOEP CERTIFIED MENTOR/TUTORS QHS (selling daily planning period per contract - timesheet)

- 12)P \* CODY GRIMES
- 13)P \* KELLEY LAWSON

RESIGNATIONS

- 14) KRISTEN KENDRICK, Director of Special Education effective June 30, 2011.
- 15) DANA STAFFORD as asst. boys baseball coach effective November 2, 2010.
- 16) EMY NUTT, Baldwin South teacher, effective November 9, 2010.

RETIREMENTS

- 17) NANCY MOORE, QHS teacher, will retire at the end of the 2010-11 school year.
- 18)\* CHRISTIE DICKENS, Assistant Superintendent for Administrative Services, will retire effective June 30, 2013.

MEDICAL LEAVE

- 19) TARA DICKS, Baldwin South, is requesting medical leave effective

- November 8 through December 3, 2010.
- 20) RENEA YATES, QJHS counselor, is requesting a four-week maternity leave (pending a doctor's release) effective approximately April 28 through May 26, 2011.
  - 21) CHANCY RODEGHERO, speech/language, is requesting a four-week maternity leave (pending a doctor's release) effective approximately February 23 through March 23, 2011.
  - 22) KARI FRYE, Baldwin North, is requesting a six-week maternity leave effective approximately February 25 through April 8, 2011.
  - 23)\* KAREN HARRIS, QHS, currently on leave, has requested to extend her medical leave indefinitely.
  - 24)\* KATIE HOLBROOK, Baldwin South, requesting a six-week maternity leave effective approximately February 7 through March 21, 2011.
  - 25)\* HEATHER HUMPHREY - Berrian. Change in maternity leave date. Effective November 17, 2010 through approximately January 21, 2011. She previously requested leave beginning December 10, 2010.

### **EDUCATIONAL SUPPORT STAFF**

#### APPOINTMENTS/CHANGE IN ASSIGNMENT/REAPPOINTMENT

- 26)R LARISSA BRADY - Business Manager Administrative Assistant. Salary: Administrative Assistant Step 5 - \$21.24/hr. Effective November 1, 2010. Larissa was previously Board Office receptionist/secretary.
- 27)R ROBIN FARKAS - Fiscal Services Asst/BOE Secretary. Salary: Fiscal Services Assistant Step 19. Effective November 12, 2010. Robin was previously Fiscal Services Assistant.
- 28)R JUDY SCHALLER - QHS Kitchen Helper. Salary 3 hrs/day - 15 hrs/week - \$8.50/hr. Judy is also a bus driver for the district. Effective November 4, 2010.
- 29)R BRUCE EWING - reappointed as a night custodian at Baldwin. 8 hrs/day - 40 hrs/week. He was previously released for fiscal reasons.
- 30)R ROB GABEL - Bus Driver AM-MD-PM SEIU route - 20 hrs/wk. Effective October 25, 2010.
- 31)R MARY KUCH - Adams Kitchen Helper. Salary: 2.25 hrs/day - 11.25 hrs/week - \$8.50/hr. Effective November 17, 2010.
- 32)R \* MELVIN KOCH - District Security Guard. Salary: 8 hrs/day - 181 days/wk Step 0 - \$11.26/hr. Effective November 12, 2010.
- 33)R \* JEANNINE YANCEY, Madison Cafeteria Coordinator. Hourly salary remains the same but she is decreasing from 181 days to 177 days. Effective November 17, 2010.
- 34)R \* BRYCE BEASTON - Electrician/Maintenance. Salary: Step 11 - \$21.96/hr - 151 days. \$26,406.88 for 2010-11. Effective December 2, 2010.

#### RESIGNATIONS

- 35) TABBATHA HILDEBRAND - QJHS paraeducator. Effective November 15, 2010.
- 36) LARA WELLS - Madison paraeducator. Effective October 29, 2010.
- 37) LAURA SMITH - District occupational therapist. Effective November 26, 2010.
- 38) MARK MESTER - Bus Driver - AM-MD-PM SEIU route. Effective November 5, 2010.

- 39) MEGAN ALTGILBERS - Bus Driver - MD-PM SEIU route. Effective November 5, 2010.
- 40)\* GREG SCHOENEKASE - Bus Driver - resigned his AM-MD-PM SEIU route. Will continue as a substitute and Special Education High Street Vocational House. Effective November 11, 2010.
- 41)\* MOLLY KATTELMAN - Washington Paraeducator. Effective November 24, 2010.

RETIREMENT

- 42) DENNIS SAXBERY - Monroe custodian. Effective October 30, 2011.

Freedom of  
Information  
Request

Attorney Gorman reported on behalf of the Superintendent that multiple Freedom of Information Requests have been received and are in process. Over 150 requests have been received since January 2010 and 130 are from Mr. Daniel Bastean.

Adjournment

It was moved by Member Dickerson and seconded by Member Krause that the regular meeting adjourn. On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause, Lovelace, Mays, and Niekamp; and the following member voted Nay: None. Whereupon the president declared the motion carried and the regular meeting was duly adjourned.

MELVIN J. "BUD" NIEKAMP

Melvin "Bud" Niekamp  
President

Phyllis Stewart

Phyllis Stewart  
Secretary