

**ROLL CALL
AND RECOGNITION
OF GUESTS--**

The Board of Education of North Greene Unit District No. 3, Greene and Scott Counties, Illinois, met in regular session on Wednesday, March 16, 2016, at 7:00 p.m. in the Board Room of the Administrative Education Center, White Hall. Those answering roll call were: President Kevin Nichols, Members Brad Bell, Ed Ford, Pat Ford, David Hallock, and Jeff Haskell; Member Joe Schnelten was absent. Superintendent Lawrence Coultas, Supervising Principal Mark Scott, Secretary Barbara Neece, Treasurer Tiffany Mumford, Principals Keppen Clanton and Mark Darr, Building Maintenance Director Dale Coffman, and Transportation Supervisor John Davidson were also present.

**STATEMENTS FROM
GUESTS--**

North Greene Elementary Teacher Lynn Isringhausen spoke regarding Elementary Principal Mark Darr, stating that she felt he was doing a great job in his first year as principal at the elementary.

**CONSENT ITEMS:
MINUTES;**

A motion was made by Mr. Haskell, seconded by Mr. Ed Ford, to approve the following consent agenda items: Minutes of the regular meeting of February 17, as presented, with noted correction on page 5, referring to the number of days in Superintendent Coultas' contract to be 96, not 95, with same total salary as last year;

**BILLS;
REPORTS OF TREAS.;
PRINCIPALS;
TRANSPORTATION &
BUILDING & GROUNDS;
FUND RAISERS;**

payment of bills as listed; Treasurer's Report and Update for the month of February; Building Principal reports of recent activities and events; Building and Transportation Reports for the month of February; Fundraising activities for the high school boys' basketball team to host a Trivia Night on April 1, 2016, to earn funds for equipment and uniforms; NGHS Softball to host a softball camp for grade K-I on March 19 from 1-4 p.m. and a ribeye cookout and sell Krispy Kreme donuts at Kroger on a date to be announced, to earn funds for new equipment; HS Class of 2019 to host a Super-Saturday on February 11, 2017, to earn funds for Prom 2018 and Senior Trip 2019; Spanish Club revising its previously approved fundraiser from a Taco Night on April 23 to a merchandise sale of products through The Foreign Candy Company from April 25-29, to earn funds for movie days and chips and salsa parties.

**UNEMPLOYMENT
COST CONTROL;
IHSA MEMBERSHIP--**

Renewal of agreement with NSN Services for management of unemployment claims cost control at \$2. 27 per employee for 2016-2017; Renewal of membership in the Illinois High School Association and abide by its constitution and adopt its rules for the 2016-17 school year.

The President put the motion to a vote and the following roll call resulted:

Haskell, yea	Hallock, yea
E. Ford, yea	Schnelten, absent
P. Ford, yea	Bell, yea
Nichols, yea	

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During the Treasurer's and Financial Reports, Treasurer Mumford informed the Board that all investments were relocated to Farmers State Bank due to better interest rates than the Illinois Funds account, budget expenses in the amount of \$81,046.90 have been transferred from the Education Fund and Building Fund to the Tort Immunity Fund to cover salary costs now being expensed from the Tort Fund. Funds have also been transferred from Capital Projects to Building to pay for asphalt repair/sealing work completed last summer. Superintendent Coultas also reported that back payments have been vouchered by the State today but waiting on issuance by the comptroller.

During the reports by administrators, it was mentioned that Active Shooter drills have been held at both centers; PARCC testing is getting underway as soon as all information is received from the state; High School Principal Clanton reported that approximately \$14,000-\$15,000 was generated by the hosting of the recent Girls Regional and Boys Sectional basketball tournaments, with 80% of the funds going to the IHSA and the district realizing the remainder, with area businesses also seeing and increase in activity.

During review of the Transportation Report, Supervisor Davidson reported that a recent one-vehicle incident with a bus has resulted in the bus being determined to be totaled by the insurance company, drivers were reminded by cellphone use while driving, the Afterschool Program routes were underway as of March 1, and the new wheelchair bus has been received and put in service.

SUPERINTENDENT REPORT--

Superintendent Coultas and Supervising Principal Scott gave reports on the following items:

1. Correspondence received was reviewed;
2. Reminder of Calendar Committee meeting of April 6 at 6:30 p.m. and Parent-Teacher Advisory Committee on Student Discipline on the May 4th at 7:00 p.m.;
3. Reported that instead of requesting a committee meeting be held with Building Maintenance to determine summer maintenance projects, the administration would discuss various needs and would bring only higher dollar items estimated to need bids to the board for approval;
4. Senate Bill 100 information overview of impact on procedure for suspensions/expulsions will require major revision of the districts discipline policies and student handbooks this summer;
5. Gave information on the initiation of the district's Title I funded Afterschool Program and the large turnout, which began March 1.
6. Thanks Ed Ford on his help as a police officer with recent matters and commended him on his difficult position in separating himself as a Board member.

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**AWARD BID FOR
CLASSROOM SUPPLIES
VENDORS--**

Recommendation was made that the supplier of classroom and teaching supplies be awarded to School Specialty Company for the majority of purchases and Quill Corporation for those items that School Specialty cannot supply or can provide at a lesser cost for the 2016-17 school year.

A motion was made by Mr. Haskell, seconded by Mr. Nichols, to approve award of the bids for classroom and teaching supplies vendor to School Specialty Company and Quill Corporation for 2016-17 as per recommendation.

The President put the motion to a vote and the following roll call resulted:

Haskell, yea	Bell, yea
Nichols, yea	E. Ford, yea
Schnelten, absent	P. Ford, yea
Hallock, yea	

BUDGET REDUCTIONS--

As a result of discussions held at the February regular meeting on recommendations made by the administration for staffing needs for the coming year, a proposal for reduction of expenses in the district's budget for the 2016-17 fiscal year included positions funded by the Early Childhood block grant due to uncertain grant funding and any one-to-one special education aide positions due to uncertain need, as well as the reduction in positions of Librarian/Media Specialist, Band/Chorus Director, and one bus driver due to elimination of a special education bus route to Jacksonville. It was also mentioned that the administration plans to absorb one elementary position due to attrition and is looking at possible options for the High School Art position, that will be vacated due to a retirement, by making it a half-time art, half-time vocational class, such as Home Economics. Creation of a plan for reduction of athletic costs is also being considered. Further discussion of certain non-renewal of personnel and possible reduction of positions was referred to closed session prior to action taken on the recommendations.

**CONTINUATION OF
SAPCO AGREEMENT--**

Supervising Principal Scott reported that there was continuing ongoing deliberation by current member schools on the continuation of the Sangamon Area Food Purchase Cooperative for the upcoming school year. A meeting of the member schools was to be held the day after the meeting but a renewal agreement has been presented for approval of continuing participation. It was recommended to approve renewal of the agreement and pay dues for the 2016-17 school year unless outcome of the meeting determined that it would be a financial detriment to the district to stay with the cooperative.

Following discussion, a motion was made by Mr. Ed Ford, seconded by Mr. Nichols, to approve renewal of the agreement with Sangamon Area

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Food Purchase Cooperative for 2016-17 and pay the dues as determined, pending outcome of the March 17 meeting, as recommended.

The President put the motion to a vote and the following roll call resulted:

E. Ford, yea	Haskell, yea
Nichols, yea	Schnelten, absent
Hallock, yea	Bell, yea
P. Ford, yea	

**DISCUSSION OF
FINANCING OPTIONS--**

Superintendent Coultas further discussed with the Board his study of district budget expenses for the remainder of the Fiscal Year 16 and predictions for end of June outcome. In particular, he voiced concerned for meeting expenses in the Education Fund, due to no expectation for State Aid during June and July at an estimated total \$650,000. Options for financing was held with one for issuing Working Cash bonds, which affects the taxpayers, or taking out Tax Anticipation Warrants, which is money loaned from a bank, with interest, for a short-term fix and must be paid back as soon as the first property taxes are received. He said he would continue to study the fund balances and bring back further information for discussion and possible action as to direction at the regular meeting in April.

**SALE OF ADMINIS-
TRATION OFFICE--**

It was reported that the advertisement for bids for the sale of the former district administration office did not generate any bids. Superintendent Coultas reported that there was an individual interested in buying a couple of the vacant parcels and would be willing to pay for a survey. It was also suggested that the property be put up for sale with a realtor or private sale. Member Bell stated that he was in favor of selling the property by separating out the parcels. Further discussion was referred to closed session for determination of handling of disposal.

**RATIFICATION OF
BARGAINING
AGREEMENT-NGEA--**

Before action was taken on the ratification of the collective bargaining agreement tentatively settled between the North Greene Education Association and the Board at the February 18, 2016, negotiation session, the matter was referred to closed session for review of the tentative agreement.

**RESIGNATION/
RETIREMENTS--**

A motion was made by Mr. Bell, seconded by Mr. Nichols, to accept the resignation due to retirement of cook, Karen Kirchner, effective the last day of the 2015-16 school year.

The President put the motion to a vote and the following roll call resulted:

Bell, yea	P. Ford, yea
Nichols, yea	Hallock, yea
E. Ford, yea	Haskell, yea
Schnelten, absent	

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**APPOINTMENT/
EMPLOYMENT--**

Matters regarding appointment, employment, compensation, and reduction of staff were referred to closed session for discussion prior to taking action in open session.

**TITLE I PLANS
FY17--**

Supervising Principal Scott reported that the presentation of the Title I Plans for 2016-17 were tabled due to information received as a result of an audit conducted by the State last March, 2015, and subsequent report that the plan for the Jr.-Sr. High School needed to be revised. He also reported that an error found in the prior use of funds at the high school level during last year's audit review, initially was reported that the district may be required to refund approximately \$99,000 in Title I funds, but has been forgiven all but approximately \$9,000, pending the revision of the Plan. Mr. Scott is currently working on re-writing the District Title I Plans as required and a review will be held at a future meeting.

**BOARD POLICY
REVISIONS--**

Following brief review and discussion of the proposed revisions to Board Policy and Administrative Procedure concerning for the most part student discipline, as recommended by IASB as a result of recent legislation Senate Bill 100, a motion was made by Mr. Nichols, seconded by Mr. Bell, to approve first reading and recommend discussion of second reading for adoption at the next regular meeting in April.

The President put the motion to a vote and the following roll call resulted:

Nichols, yea	P. Ford, yea
Bell, yea	Hallock, yea
E. Ford, yea	Haskell, yea
Schnelten, absent	

**CLOSED SESSION-
8:04 P.M.--**

A motion was made by Mr. Haskell, seconded by Mr. Bell, to go to closed session at 8:04 p.m. to discuss Closed Session minutes for approval and semi-annual review of the minutes as mandated by Section 2.06, per 5 ILCS 120/2 (c)(21); The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District including hearing testimony on a complaint lodged against an employee to determine its validity, as per 5 ILCS 120/2(c)(1), as amended by P.A. 93-0057; Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees per 5 ILCS 120/2(c)(2); and Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed session minutes, 5 ILCS 120/2(c)(11).

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The President put the motion to a vote and the following roll call resulted:

Haskell, yea	P. Ford, yea
Bell, yea	Hallock, yea
E. Ford, yea	Schnelten, absent
Nichols, yea	

RECONVENE-10:30 P.M.- A motion was made by Mr. Bell, seconded by Mr. Ed Ford, to return to open session at 10:30 p.m.

The President put the motion to a vote and the following roll call resulted:

Bell, yea	Hallock, yea
E. Ford, yea	Haskell, yea
P. Ford, yea	Schnelten, absent
Nichols, yea	

ACTION/REPORT--
CLOSED SESSION
MINUTES --

A motion was made by Mr. Pat Ford, seconded by Mr. Nichols, to approve the closed session minutes of the January 20, 2016, regular meeting and the recommendation of the committee for the review of the previous closed session minutes, that closed session minutes from February 26, 2015, through December, 2015 meetings be kept confidential and approve destruction of the verbatim audio recordings of the closed sessions held from January, 2014, through June, 2014.

The President put the motion to a vote and the following roll call resulted:

P. Ford, yea	Bell, yea
Nichols, yea	E. Ford, yea
Schnelten, absent	Hallock, yea
Haskell, yea	

RATIFICATION OF
BARGAINING
AGREEMENT-NGEA
LOCAL 3818—

A motion was made by Mr. Pat Ford, seconded by Mr. Nichols, to ratify the Professional Negotiation Agreement between the Board of Education and North Greene Education Association, Local 3818, as tentatively agreed at the final bargaining session held February 18, 2016.

The President put the motion to a vote and the following roll call resulted:

P. Ford, yea	E. Ford, yea
Nichols, yea	Hallock, yea
Bell, nay	Haskell, abstain
Schnelten, absent	

Motion carried—4-yea; 1-abstension; 1-absent.

EMPLOYMENT OF
PERSONNEL--

Recommendations regarding personnel appointment, employment, compensation, dismissal, and reduction in force were made and acted upon as follows:

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REDUCTION IN PROGRAMS-2016-17--

BAND/CHORUS-

Per previous recommendations made by the administration in an effort to reduce budget expenses for the 2016-17 school year, a motion was made by Mr. Bell, seconded by Mr. Nichols, to eliminate the district band and chorus program effective the 2016-17 school year.

The President put the motion to a vote and the following roll call resulted:

Bell, yea	E. Ford, nay
Nichols, yea	P. Ford, nay
Schnelten, absent	Hallock, nay
Haskell, yea	

Motion resulted in a tie, 3-yea; 3-nay; 1-absent.

DISTRICT LIBRARIAN- A motion was then made by Mr. Haskell, seconded by Mr. Hallock, to approve the recommendation for reduction of budget expenses by eliminating the position of District Librarian/Media Specialist for the 2016-17 school year.

The President put the motion to a vote and the following roll call resulted:

Haskell, yea	Bell, yea
Hallock, yea	E. Ford, yea
Schnelten, absent	P. Ford, yea
Nichols, yea	

RESOLUTIONS FOR REDUCTION/DISMISSAL OF STAFF FOR 2016-17-- DISMISSAL OF “PEL” EMPLOYEES--

A motion was made by Mr. Bell, seconded by Mr. Haskell, to adopt a Resolution Reference the Dismissal of a Professional Educator Licensed (“PEL”) Employee and that the employment of Kelly Gable not be renewed for the 2016-17 school year, effective as of the last scheduled work day for the 2016-17 school year and that the superintendent be authorized and directed to deliver or cause to be delivered the notice to the person affected by such action as required.

The President put the motion to a vote and the following roll call resulted:

Bell, yea	E. Ford, yea
Haskell, yea	P. Ford, yea
Schnelten, absent	Hallock, yea
Nichols, yea	

A motion was made by Mr. Bell, seconded by Mr. Hallock, to adopt a Resolution Reference the Dismissal of a Professional Educator Licensed (“PEL”) Employee and that the employment of Laura Meyers-McGee not be renewed for the 2016-17 school year, effective as of the last scheduled work day for the 2016-17 school year and that the superintendent be authorized and directed to deliver or cause to be delivered the notice to the person affected by such action as required.

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The President put the motion to a vote and the following roll call resulted:

Bell, yea	Schnelten, absent
Hallock, yea	E. Ford, yea
Haskell, yea	P. Ford, yea
Nichols, yea	

**EARLY CHILDHOOD/
PARENTING PROGRAM
STAFF--**

A motion was made by Mr. Haskell, seconded by Mr. Nichols, to adopt a Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel in the position of Parent Educator and Prevention Initiative Coordinator, Amanda Goben, Kellie Heberling, and Ellen Legg, as a result of uncertain grant funding and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employees as specified.

The President put the motion to a vote and the following roll call resulted:

Haskell, yea	Bell, yea
Nichols, yea	E. Ford, yea
Schnelten, absent	P. Ford, yea
Hallock, yea	

**EDUCATIONAL
SUPPORT PERSONNEL-
PARAPROFESSIONAL
AIDES—**

A motion was made by Mr. Bell, seconded by Mr. Hallock, to adopt a Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel in the position of paraprofessional aide, lunch duty aide, 1-1 special education aide, special education bus aide, due to uncertain need: Carol Robison, Dana Osborne, Addie Schutz, Tammy Berry, Lindsey Lawson and Penny Vortman, and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employees as specified.

The President put the motion to a vote and the following roll call resulted:

Bell, yea	Schnelten, absent
Hallock, yea	E. Ford, yea
Haskell, yea	P. Ford, yea
Nichols, yea	

BUS DRIVER--

A motion was made by Mr. Haskell, seconded by Mr. Ed Ford, to adopt a Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel in the position of bus driver due to budget reduction: James Roady and that the Superintendent be authorized and directed to deliver or cause to be delivered, the notice to the employee as specified.

The President put the motion to a vote and the following roll call resulted:

Haskell, yea	Hallock, yea
E. Ford, yea	Schnelten, absent
P. Ford, yea	Bell, yea
Nichols, yea	

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A motion was made by Mr. Haskell, seconded by Mr. Nichols, to adopt a Resolution Reference the Decision to Discontinue Certain Extra-Curricular Assignments, Duties and Stipends of those persons not otherwise employed and that the Superintendent be authorized to deliver or cause to be delivered the notice to the following persons affected by such action: Tony Rhoades-Head Football Coach, Susan Randall-Head Volleyball Coach and 8th Grade Volleyball Coach, Eric Schroeder-Jr. High Boys Basketball Coach, Justin Roesch-6th Grade Boys Basketball Coach, Kala Wahl-High School Pompon Sponsor, Cindy Carlson Rice-High School Play Director, Kyle Graham- High School Softball Coach, Clayton Rollins-Jr. High Boys Track Coach.

The President put the motion to a vote and the following roll call resulted:

Haskell, yea	E. Ford, yea
Nichols, yea	P. Ford, yea
Bell, yea	Hallock, yea
Schnelten, absent	

**SALARY INCREASES
ADMINISTRATORS
2015-16--**

A motion was made by Mr. Haskell, seconded by Mr. Nichols, that administrator salaries for the 2015-16 school year for Elementary Principal Mark Darr and Jr.-Sr. High School Principal Keppen Clanton will remain as per their most recent executed contracts, with no increase for 2015-16.

The President put the motion to a vote and the following roll call resulted:

Haskell, yea	Bell, nay
Nichols, yea	E. Ford, yea
Schnelten, absent	P. Ford, yea
Hallock, yea	

**RENEWAL OF
ADMINISTRATOR
CONTRACTS 2016-17--**

MARK DARR, NGE--

A motion was made by Mr. Haskell, seconded by Mr. Hallock, to renew the one-year employment contract of Mark Darr as Principal of North Greene Elementary for the 2016-17 school year with salary to be the same as the current contract for 2015-16.

The President put the motion to a vote and the following roll call resulted:

Haskell, nay	Bell, yea
Hallock, yea	E. Ford, nay
Schnelten, absent	P. Ford, yea
Nichols, yea	

Motion carried—4-yea; 2-nay; 1-absent.

**KEPPEN CLANTON,
NG Jr.-Sr. High--**

A motion was made by Mr. Haskell, seconded by Mr. Ed Ford, to renew the one-year employment contract of Keppen Clanton as Principal of North Greene Jr.-Sr. High School for the 2016-17 school year, with salary to be the same as 2015-16.

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The President put the motion to a vote and the following roll call resulted:

Haskell, yea	Hallock, nay
E. Ford, yea	Schnelten, absent
P. Ford, yea	Bell, nay
Nichols, yea	

Motion carried-4-yea; 2-nay; 1-absent.

**RENEW CONTRACT-
SPECIAL ED. COORD.--**

A motion was made by Mr. Haskell, seconded by Mr. Nichols, to renew the one-year contract of Marilyn Swearingin as Special Education Coordinator at the same hourly rate of \$62.50 for 75 days, with a approval for an additional 15 days if determined necessary, from August 1, 2016 through June 30, 2017.

The President put the motion to a vote and the following roll call resulted:

Haskell, yea	Bell, yea
Nichols, yea	E. Ford, yea
Schnelten, absent	P. Ford, yea
Hallock, yea	

**EMPLOY CUSTODIAN-
JACKIE WILLIAMS--**

A motion was made by Mr. Hallock, seconded by Mr. Bell, to approve the recommendation of the administration to employ Jackie (J.J.) Williams as a full-time custodian effective April 1, 2016, to fill the vacancy due to a retirement.

The President put the motion to a vote and the following roll call resulted:

Hallock, yea	P. Ford, yea
Bell, yea	Haskell, yea
E. Ford, yea	Schnelten, absent
Nichols, yea	

**APPROVE VOLUNTEER
ASST. COACH--**

A motion was made by Mr. Pat Ford, seconded by Mr. Hallock, to approve Jenny Ward as a volunteer assistant coach for High School Girls Softball for the 2016-15 school year.

The President put the motion to a vote and the following roll call resulted:

P. Ford, yea	Schnelten, absent
Hallock, yea	Bell, yea
Haskell, yea	E. Ford, yea
Nichols, yea	

ADJOURN-10:54 P.M.--

With no further business to come before the Board, President Nichols adjourned the meeting at 10:54 p.m.

Kevin Nichols, President

Barbara Neece, Secretary