

STARK COUNTY COMMUNITY UNIT SCHOOL DISTRICT #100
Stark, Knox, Marshall, Henry & Peoria Counties, Illinois

Regular Meeting – February 22, 2022

The Stark County Community Unit School District #100 Board of Education met Tuesday, February 22, 2022 at Stark County Elementary School. Members present were Emily Holman, Matthew Nagode, Ann Orwig, Erin Price, and David Steward, Also present were Brett Elliott, Superintendent; Jenna Bibb, Elementary Principal; Megan McGann, Jr/Sr High Principal; Michael Bunch, IT Director; Kaleena Conrad, Brenda Macke and Angie Roark, teacher representatives; citizens and students of the district and a member of the press. (Brian Rewerts and Bruce West were absent.)

With a quorum present the meeting was called to order by President, Mrs. Orwig, at 6:01 p.m.

Pledge of Allegiance and the Mission and Vision statements were recited.

Motion was made by Mr. Steward, seconded by Ms. Holman, to approve the consent calendar. Items approved under the consent calendar were:

- Approval of the January 18, 2022 minutes;
- Approval of the January Activity Funds, Self-Insurance; Imprest and Treasurer's Report
- Approval of the January LEA checks as follows: City of Wyoming \$649.41, Brayden Elliott \$350.00, Stark County CUSD 100 \$138,674.06, Guardian \$356.49, Guardian \$3,362.16, Guardian \$594.16, Guardian \$473.32, Janie Bachs \$100.00, Stark County CUSD #100 \$144,324.24, VISA \$143.87, VISA \$4,674.22, Imprest Fund \$8,275.26.

Motion was approved by a 5-0 vote.

Motion was made by Mr. Steward, seconded by Mrs. Price, to approve the February bills of \$986,110.51. Motion was approved by a 5-0 vote.

Pride and Excellence recognition went to: 2022 Illinois State Scholars – Tristan Gerber, Emily Orrick, Kaitlyn Orrick, Blake Orwig, Payton Stahl and Alex Welch; 2022 College Board National Recognition – Alex Welch; ILMEA All State Choir participants - Rylee Bowen, Coley Johnston, Alivia Keyes, Julia Kronner, Isaac Macke, Anne Newby, Hallie Newton and Kamiyah Webster; Lauren Best and Katie Grinnell selected for the Elmhurst University Honor Band and Jack Colgan selected for the Elmhurst University Honor Band and Purdue University Honor Band.

Visitor Comments: Philip Stubbs addressed the Board regarding policies and communication between the school and community.

Reports:

Finance: Mr. Elliott reported the Negotiations team had met and reached 3-year contract agreement with the Teachers’ Association. Formal action will take place later in the meeting.

Administrative Reports:

Mrs. Bibb reported all teacher evaluation cycles had been completed. The Rtl Team has scheduled a mid-winter benchmark assessment and will meet with grade levels to review student progress toward end of year goals. She praised the staff in handling significant student behaviors and learning challenges this year. Upcoming activities: Parent Club Virtual Auction, spring photos, Read Across America Week, Family Literacy Night and Kids’ Heart Challenge.

Ms. McGann reported as of February 18th, the current graduation rate is 94% and Freshman on Track is 82 %. Jr. High teachers are preparing students for the upcoming IAR test that will take place in March/April. Jr. High and High School students who were on the 1st Semester honor roll were recognized with a pancake breakfast. They are currently in the process of building the master schedule and organizing all course offerings for high school students for the 2022-2023 school year with a specific focus on offering additional electives of high interest and additional college/career pathways for high school students. “Pax the Place” recognizing Coach Scott Paxson for his dedication to Stark County Athletics was well attended. High School orientation for eighth grade students and parents will be held March 1st and will include a detailed presentation about the transition to 9th grade, high school course offerings and requirements. FFA Week is in full swing. HOPE Week is scheduled for the week of March 7th.

Mr. Elliott thanked everyone for their patience and understanding as we continue to navigate through and ever changing landscape of COVID, masks/masks optional, and Return to Learn Plan. The construction project is going well and is 45% completed. The Collective Bargaining process was successful and a three-year agreement was reached. He thanked the Teacher Association for working with the district to best meet the needs of the non-certified staff over the next three years as well. He reported that with the nationwide teacher shortage, we have been able to attract qualified candidates for the positions available. He provided the following budget update of expenditures through January:

Fund	2021-22	2021-22 Expended	2020-21	20-21 Expended	2019-20 20	19-20 Expended	18-19	18-19 Expended
Fiscal Year	58.33%		58.33%		58.33%		58.33%	
Ed	42.12%	\$3,801,392	38.32%	\$2,920,674	47.52%	\$3,074,012	45.90%	\$2,920,567
Building	36.93%	\$417,526	34.80%	\$387,469	52.81%	\$719,095	45.38%	\$328,502
Trans	67.44%	\$286,980	50.80	\$243,493	56.12%	\$271,753	52.85%	\$266,735

IMRF/ SS	50.88%	\$122,055	42.30%	\$99,008	40.21%	\$91,179	49.07%	\$106,136
Tort	73.66%	\$254,827	69.93%	\$220,354	69.35%	\$210,447	71.52%	\$167,580

*We will amend the budget in the spring for adjustment in transportation, Fund 4.

Mr. Elliott reported the PERA Joint Committee recommended moving to a new optional 3-year evaluation cycle for tenured certified staff with a numeral benchmark of high
 School Board Minutes – Page 3 February 22, 2022

Proficient to Excellent (3.2 minimum in professional practice only). This would go into effect utilizing the 2021-2022 evaluation rating in Professional Practice. Motion was made by Mrs. Price, seconded by Ms. Holman, to approve the three-year teacher evaluation cycle as presented for the 2022-2023 school year. Motion was approved by a 5-0 vote.

Motion was made by Ms. Holman, seconded by Mr. Nagode, to adopt the 2022-2023 school calendar as presented at the January meeting. Motion was approved by a 5-0 vote.

Mr. Elliott shared the Interest Based bargaining process leading to a three-year tentative collective bargaining agreement that includes step and salary increases on the base and extra-curricular stipends at 2.1% (FY23), 2.0% (FY24), and 1.9% (FY25). The CBA was ratified unanimously, 42-0, by the Teacher Association on Friday, February 11, 2022. This includes an additional step for eight teachers as we move them towards receiving total years of service. Motion was made by Mrs. Orwig, seconded by Mr. Steward, to approve the three-year collective bargaining agreement between the Stark County Teacher Association and Board of Education for 2022-2025. Motion was approved by a 5-0 vote.

Mr. Elliott presented the proposed FY23 non-certified salary schedule that is an aggressive plan to meet the FY25 state minimum wage of \$15/hour. This plan aggressively increases all non-certified salaries while also providing a gap for those with more experience that was reduced in FY22. Motion was made by Mr. Steward, seconded by Mrs. Price, to approve the FY23 non-certified salary schedule as presented. Motion was approved by a 5-0 vote.

Mr. Elliott presented minor revisions to the 2021-2022 Return to Learn Plan that included changes in mitigations and removal of outdated language. Motion was made by Mr. Nagode, seconded by Mrs. Price, to approve the revised 2021-2022 Return to Learn Plan as presented. Motion was approved by a 5-0 vote.

This fall will mark the 30th anniversary of the district and Mr. Elliott propose rebranding the Rebel Mascot logo. The original “Rebel” adopted at consolidation and represented on the original high school signage was a depiction of a Revolutionary War Rebel (Patriot). The most recent logo represents a Civil War Rebel. We would continue to be the Rebels and colors would be red, black and white. He proposed hosting a community

wide, social media campaign where we share modern, digital “rebel” designs and accept any submissions for possible consideration. Then run a campaign with community voting throughout the spring to select a new modern logo by May in order to have it ready for ordering of new gear/uniforms/signage for the 2022-2023 school year. Motion was made by Mrs. Orwig, seconded by Ms. Holman, to grant Mr. Elliott approval to begin a campaign to design a historically accurate Rebel Mascot logo to be adopted for the 2022-2023 school year. Motion was approved by a 5-0 vote.

Mr. Elliott informed the Board that four busses will come off lease at the end of the 2021-2022 school year. Motion was made by Mr. Steward, seconded by Mr. Nagode, to direct

School Board Minutes – Page 4

February 22, 2022

the superintendent to let transportation bids for 2 - 65 passenger buses, 1 – 29 passenger bus, and 1 – 14 passenger bus. Motion was approved by a 5-0 vote.

Mr. Elliott presented a proposal to purchase/lease Chromebooks to update grades 4th, 7th and 10th in the amount of \$39,650. Motion was made by Mrs. Orwig, seconded by Ms. Holman to approve the purchase of Chromebooks in the amount of \$39,650 to be paid thru a 3-year lease. Motion was approved by a 5-0 vote.

Items for the next meeting: possible approval of FY22 auditor contract; honor SCES cafeteria student helpers; potential discussion/approval of superintendent contract, award transportation bids; possible RIF's/non-renewal of employment for certified/non-certified staff; overview of teacher and administrative evaluations.

Motion was made by Mr. Steward, seconded by Mrs. Price, to adjourn to Executive Session at 6:52 p.m. for the discussion of employee compensation, non-renewals, employment performance and resignations. Motion was approved by a 5-0 vote.

Motion was made by Mr. Nagode, seconded by Mrs. Orwig, to reconvene from Executive Session at 7:36 p.m. and to hold the Executive Session minutes, Not for Release. Motion was approved by a 5-0 vote.

Motion was made by Mr. Nagode, seconded by Mr. Steward, to approve the 6:56 p.m. and 7:04 p.m. Executive Session minutes of January 18, 2022, Not for Release. Motion was approved by a 5-0 vote.

Motion was made by Mr. Nagode, seconded by Mrs. Orwig, to hire Amy DeBouver for Unit Office Clerical with a start date of March 7, 2022. Motion was approved by a 5-0 vote.

Motion was made by Mr. Nagode, seconded by Ms. Holman, to approve Roland Brown as District Athletic Director for the 2022-2023 school year. Motion was approved by a 5-0 vote.

Motion was made by Mr. Nagode, seconded by Mrs. Orwig, to approve Bob Bohm as High School Head Girls basketball coach for the 2022-2023 school year. Motion was approved by a 5-0 vote.

Motion was made by Mr. Nagode, seconded by Mrs. Price, to approve Gary Frail as Head Jr. High Girls/Boys track coach for the 2021-2022 school year. Motion was approved by a 5-0 vote.

Mr. Nagode announced the resignation of Alexander Southe as high school social studies teacher, effective at the conclusion of the 2021-2022 school year.

Mr. Nagode announced the resignation of Allison Chasteen as Stark County Elementary teacher, effective at the conclusion of the 2021-2022 school year.

Motion was made by Mr. Nagode, seconded by Ms. Holman, to approve Ron Peterson
School Board Minutes – Page 5 February 22, 2022

as High School Industrial Arts teacher for the 2022-2023 school year. Motion was approved by a 5-0 vote.

Mr. Nagode announced the resignation of Drinda Maher as lunch supervisor and crossing guard, effective immediately.

Motion was made by Mr. Nagode, seconded by Ms. Holman to approve Jenni Hart for Stark County Elementary lunch supervision, effective immediately. Motion was approved by a 5-0 vote.

Motion was made by Mr. Nagode, seconded by Mrs. Orwig, to reassign Angie MCGrath from Jr. High/High School Guidance Counselor to classroom teacher for the 2022-2023 school year. Motion was approved by a 5-0 vote.

Motion was made by Mr. Nagode, seconded by Mrs. Price, to approve Tyler Jones as Jr. High Physical Education teacher for the 2022-2023 school year. Motion was approved by a 5-0 vote.

Mr. Nagode announced the resignation of Anne Snyder, Jr. High/High School Assistant Principal, effective February 11, 2022.

Motion was made by Mr. Nagode, seconded by Mr. Steward, to approve Bruce West as a volunteer Jr. High Softball coach for the 2022-2023 school year. Motion was approved by a 5-0 vote.

Motion was made by Mr. Nagode, seconded by Ms. Holman, to approve Patty Wilkinson as Prom Sponsor for the 2021-2022 school year. Motion was approved by a 5-0 vote.

Mr. Nagode announced the resignation of Jamie Hess, Stark County Elementary custodian, effective March 4, 2022.

Motion was made by Mr. Nagode, seconded by Mrs. Orwig, to adjourn at 7:40 p.m.
Motion was approved by a 5-0 vote.

Ann Orwig
President

Matthew Nagode
Secretary

APPROVED: March 21, 2022