

BOARD OF EDUCATION
WOODSTOCK, ILLINOIS
REGULAR MEETING
Clay Professional Development Center
January 12, 2016

I - CALL TO ORDER

Ms. Goodwin, President, called the meeting to order at 7:00 p.m.

II - ROLL CALL

Present: Mr. Gilmore, Mr. Goerlitz, Ms. Goodwin, Mr. Meyer, Mr. Miceli, Mr. Nattress, Mr. Shinherr, Dr. Moan, Superintendent, Mr. Mark Heckmon, Associate Superintendent for Human Resources and Operations, Mr. George Oslovich, Assistant Superintendent for Middle and High School Education, Dr. Dana Smith, Assistant Superintendent for Early Childhood and Elementary Education, and Mrs. Risa Hanson, Chief Financial Officer.

III - CONSENT AGENDA

MOTION – Moved by Mr. Goerlitz and seconded by Mr. Meyer to approve the Consent Agenda including minutes; routine personnel matters with addendum; a settlement agreement between the Board of Education of Woodstock Community Unit School District No. 200 and Kathleen Rubino; and student fees for 2016-2017, with roll call vote as follows:

- Mr. Goerlitz - Yes
- Mr. Meyer - Yes
- Mr. Miceli - Yes
- Mr. Shinherr - Yes
- Mr. Gilmore - Yes
- Mr. Nattress - Yes
- Ms. Goodwin - Yes

1. Approval of Minutes

- 1.1 Regular Meeting of December 15, 2015
- 1.2 Closed Session of December 15, 2015
- 1.3 Special Meeting of December 30, 2015
- 1.4 Closed Session of December 30, 2015

2. Approval of Routine Personnel Matters

Employment

Approve the employment of Kim Sibley as Special Ed. Associate for the 2015-2016 school year at 6 hours per day, 5 days per week, \$11.62 per hour. (WNHS)

III - CONSENT AGENDA (Con't)

2. Approval of Routine Personnel Matters (Con't)

Employment (Con't)

Approve the employment of Margaret Sobieszczyk as Kids Club (School Age) Associate for the 2015-2016 school year at 4 hours per day, 5 days per week, \$10.33 per hour. (V. DZ)

Approve the employment of Jonathan Brown in an additional position as Driver's Ed. Coordinator for the 2015-2016 school year, at a stipend of \$1,500. (District)

Approve the employment of Jocelyn Bruns as Custodian for the 2015-2016 school year at 1.5 hours per day, 2 days per week, \$15.31 per hour. (B&G/Kids Club/Food Svc.)

Approve the employment of Julie Virzi as Bus Associate for the 2015-2016 school year at 3 hours per day, 5 days per week, \$10.33 per hour. (Transp.)

Approve the employment of Rachel Winter as Kids Club (School Age) Supervisory Associate for the 2015-2016 school year at 7 hours per day, 5 days per week, \$11.62 per hour. (V. DZ)

Approve the employment of Viral Virani as Technology Support Technician for the 2015-2016 school year at 7.5 hours per day, 5 days per week, \$15.74 per hour. (District)

Approve the employment of Allison Thompson as 1st Grade Teacher for the 2015-2016 school year at a pro-rated salary of \$20,398 including the Board-paid contribution to TRS. (PWE)

Approve the employment of Steven Werling as Kids Club (School Age) Associate for the 2015-2016 school year at 4.5 hours per day, 5 days per week, \$10.33 per hour. (GWE)

Approve the employment of Jake Fritz as Custodian for the 2015-2016 school year at 8 hours per day, 5 days per week, \$15.31 per hour. (WHS)

Approve the employment of Michelle Keyfauber as 1:1 Signing Associate for the 2015-2016 school year at 6 hours per day, 5 days per week, \$12.66 per hour plus \$1.00 per hour for personal hygiene differential. (OES)

III - CONSENT AGENDA (Con't)

2. Approval of Routine Personnel Matters (Con't)

Employment (Con't)

Approve the employment of Dacy Flores as Special Ed. Associate for the 2015-2016 school year at 6.5 hours per day, 5 days per week, \$10.84 per hour plus \$1.00 per hour for personal hygiene differential. (GWE)

Other

Approve the reclassification of positions for Melissa Manke from Registered Nurse to Certified School Nurse for the 2015-2016 school year at a pro-rated salary of \$24,748 including Board-paid TRS. (PWE)

Approve the transfer of Martina Frisbie to a position as Literacy/Technology Coach for the 2016-2017 school year. (District)

Approve the transfer of Courtney Heeren to a position as Literacy/Technology Coach for the 2016-2017 school year. (District)

Approve the transfer of Erin Covell to a position as Special Ed. 1:1 Associate for the 2015-2016 school year at 6 hours per day, 5 days per week. This position does not include the personal hygiene differential. (WNHS)

Approve a change in hours for Sandee Christiansen for the 2015-2016 school year to 4.5 hours per day, 5 days per week. (Transp. – Route Driver)

Approve the transfer of M. Esther Nunez to a position as Special Ed. (Bilingual) Associate for the 2015-2016 school year at 6 hours per day, 5 days per week. (V. DZ)

Approve the transfer of Maria Segura to a position as Bilingual Rtl Associate for the 2015-2016 school year at 6 hours per day, 5 days per week. (V. DZ)

Approve the following change in positions for Cindy Schwabe for the 2015-2016 school year; Cindy will be employed as a Spec. Ed. 1:1 Associate and as a PreK Associate, each at 3 hours per day, 5 days per week. (V. DZ)

Approve a change in hours for Steve Mungle to 5.75 hours per day, 5 days per week for the 2015-2016 school year. (Transp. – Route Driver)

III - CONSENT AGENDA (Con't)2. Approval of Routine Personnel Matters (Con't)Other (Con't)

Approve a change in position status for Tracy Cubert for the 2015-2016 school year as follows: Tracy will be employed in a 12-month position as Technology Support Technician at 8 hours per day, 5 days per week. (District)

Approve the transfer of Joanne Ventouras to a position as Special Ed. Associate for the 2015-2016 school year at 6.5 hours per day, 5 days per week. This position does not include the personal hygiene differential. (WHS)

Approve a change in FTE status for David Rose from Co-Assistant Football Coach to 1.0 FTE Assistant Football Coach for the 2016-2017 school year at a stipend of \$5,840. (WNHS)

Approve a change in FTE status for Kirk Cagle from Co-Assistant Football Coach to 1.0 FTE Assistant Football Coach for the 2016-2017 school year at a stipend of \$5,465. (WNHS)

Approve the transfer of Brent Filetti from the position of Assistant Golf Coach to the position of Head Golf Coach for the 2016-2017 school year at a stipend of \$5,690. (High Schools)

Approve the transfer of Leslie Truman to a position as Special Ed. 1:1 Associate for the 2015-2016 school year at 6 hours per day, 5 days per week. This position includes the \$1.00 per hour personal hygiene differential. (WNHS)

Approve a change in hourly rate for Harta Bejko to \$12.66 per hour, based on proof of substitute teaching license. (CMS – Spec. Ed. 1:1)

Resignation

Approve the resignation of Margaret Dhom, effective February 26, 2016. (V. DZ/ PWE- Speech Pathologist)

Approve the resignation of Lauren Hagan, effective January 7, 2016. (Clay – Spec. Ed.)

Approve the resignation of Janice Lentz, effective December 18, 2015. (Transp. – Sub. Driver)

Approve the resignation of Christine Kaporis, effective January 20, 2016. (WHS- Spec. Ed. 1:1 Assoc.)

III - CONSENT AGENDA (Con't)2. Approval of Routine Personnel Matters (Con't)Resignation (Con't)

Approve the retirement of Noralea Simon, effective December 31, 2017. (Transp.- Route Driver)

Approve the retirement of Shelley Corush, effective December 18, 2015. (PWE – 1st Grade)

Approve the resignation of Luis Cirilo-Lopez, effective the end of the 2015-2016 school year. (CMS – Dual Lang.)

Approve the resignation of Jeff Sankey, effective the end of the 2015-2016 season. (NWMS – Head Football Coach)

Approve the resignation of Dale Austin, effective January 13, 2016. (WHS – Custodian)

Approved the resignation of Mike Vorderer. Mike will not serve as Assistant Wrestling Coach in the 2015-2016 school year. (CMS)

Leave of Absence

Approve a leave of absence for Cheryl Spanbauer from a start date of January 18, 2016 and for an anticipated 4 weeks thereafter, using available paid sick leave days per doctor's written instructions, with any balance of the leave unpaid. (V. DZ – PreK Assoc.)

Approve a leave of absence under FMLA for Linda Schwarz from an anticipated start date of March 11, 2016 and for an anticipated 6-8 weeks thereafter, using available paid sick leave days per doctor's written instructions, with any balance of the leave unpaid. (PWE/WHS – Speech Pathologist)

Approve a leave of absence under FMLA for Nancy Heitz from a start date of February 15, 2016 and for an anticipated 2-8 weeks thereafter, using available paid sick leave days concurrently per doctor's written instructions, with any balance of the leave unpaid. (Dean – 5th Grade)

Approve an unpaid leave of absence for personal reasons for Raul Petri-Serrano for the entire 2016-2017 school year. Mr. Petri-Serrano is currently on an unpaid leave. (M.S. Dual Lang.)

Approve an unpaid leave of absence for personal reasons for Alexandra Rauland for the entire 2016-2017 school year. Ms. Rauland is currently on an unpaid leave. (Elem. Dual Lang.)

III - CONSENT AGENDA (Con't)2. Approval of Routine Personnel Matters (Con't)Leave of Absence (Con't)

Approve a leave of absence under FMLA for Beatriz Ruiz de Leon from a start date of January 11, 2016 and for an anticipated 4-6 weeks thereafter, using available paid sick leave days concurrently per doctor's written instructions, with any balance of the leave unpaid. (V. DZ – Biling. PreK Teacher)

3. Approval of a Settlement Agreement Between the Board of Education of Woodstock Community Unit School District No. 200 and Kathleen Rubino (On File)4. Approval of Student Fees for 2016-2017 (On File)IV - RECOGNITION1. Katy Holub, IMEA All-State Future Music Educators Seminar

Woodstock High School senior **Katy Holub** has earned the honor of being selected to attend the Illinois Music Educators All-State Future Music Educators Seminar. She will attend the three-day seminar which is designed for students who aspire to be future music teachers. The seminar will take place on January 27-30, 2016 in Peoria in conjunction with the IMEA all-state music festival.

2. Ryan Baier, IMEA All-State Choir

Woodstock High School junior **Ryan Baier** has earned one of the highest honors that a high school music student can achieve in this state. Ryan has been selected to the All-State Choir, on the voice part Bass 2. This achievement places him in the top one-half percent of all choral music students in the state of Illinois. The All-State groups will perform during the IMEA all-state music festival in Peoria, which will be held on January 27-30, 2016.

3. Risa Hanson, ASBO Meritorious Budget Award for 2015-2016

The Association of School Business Officials International (ASBO) has once again bestowed one of its highest honors on District 200, which has earned its fifteenth Meritorious Budget Award for excellence in budget presentations. **Risa Hanson** and her staff have achieved this significant accomplishment every year since 2002. The purpose of this award is to recognize school districts which demonstrate the highest standards of school budgeting. Only those that meet ASBO's strict selection criteria are honored.

IV - RECOGNITION (Con't)

MOTION – Moved by Mr. Nattress and seconded by Mr. Miceli to introduce the following resolution: WHEREAS, the Board of Education of Woodstock Community Unit School District 200 wishes to recognize the contributions of these individuals, and WHEREAS, District 200 has benefited as a result of these accomplishments; NOW THEREFORE BE IT RESOLVED, that the Board of Education of Woodstock Community Unit School District 200 hereby bestows special recognition and a certificate of achievement on behalf of the citizens of the District, with roll call vote as follows:

Mr.	Nattress	- Yes
Mr.	Miceli	- Yes
Mr.	Shinherr	- Yes
Mr.	Gilmore	- Yes
Mr.	Meyer	- Yes
Mr.	Goerlitz	- Yes
Ms.	Goodwin	- Yes

V - COMMUNICATIONS

1. Several community members addressed the Board with comments regarding the Lakewood TIF.
2. Ms. Goodwin shared with the Board a letter she received from a Woodstock resident regarding Common Core.
3. Ms. Goodwin explained that the Board had received emails from various individuals opposing the Lakewood TIF, each one with duplicate content. She added that individualized communications to the Board would be more impactful.

VI - SUPERINTENDENT'S REPORT

1. Dr. Moan introduced Brian McAdow, current Woodstock North High School principal, who has been named as the new Associate Superintendent for Human Resources and Operations. Mr. McAdow has worked in the district since 2007 and resides with his wife and daughter in Woodstock. Mr. McAdow will start his new position July 1, 2016, replacing retiring Associate Superintendent Mark Heckmon.
2. Dr. Moan informed the Board that District 200 would be holding a Technology Night on January 27, 2016 at Olson Elementary School at 6:00 p.m. This event will mirror the successful Dual Language night with a schedule that includes a keynote speaker and break-out sessions for parents. Dr. Moan added that child care would be provided in the gym.

VI - SUPERINTENDENT'S REPORT (Con't)

3. Dr. Moan explained that the State of Illinois is no longer funding the ACT test for high school students and in addition, has chosen the SAT as the state approved test without providing funding this year for that test either. Dr. Moan added that District 200 has traditionally given the ACT test to 11th graders and would again this year to assist those students who are preparing for post high school education. The test will be given in April.

Mr. Meyer asked if the District was paying for the ACT test this year and Dr. Moan confirmed that the District would cover the cost of this year's test. Ms. Goodwin asked whether colleges would prefer the ACT or SAT test score on student transcripts and Dr. Moan explained that the SAT test was becoming more comparable to the ACT and that either score was generally accepted by colleges. Dr. Moan added that at this time the state does have a college entry test as a line item in the budget.

VII - MONITORING REPORT

1. Performance Evaluation For Licensed Staff (On File)

This item was included on the agenda so the Board of Education could be updated on the required revisions to the district's performance evaluation plan for licensed staff entitled, "*A Framework for the Improvement of Professional Practice: Teaching Performance Component and Student Growth Component.*"

Associate Superintendent Mark Heckmon facilitated a presentation about the recent required revisions to the district's performance evaluation plan for licensed staff. He began by recognizing the Evaluation Committee members and thanking Assistant Superintendent George Oslovich and Assistant Superintendent Dana Smith for the time and effort they put into the student growth model.

Mr. Heckmon explained that as part of Illinois' Education Reform movement, the legislature approved the Performance Evaluation Review Act and Senate Bill 7 in 2011. The legislation mandated several changes for school district's performance evaluation plans. Mr. Heckmon highlighted some of the more noteworthy mandates including the four-tier rating system (excellent, proficient, needs improvement, and unsatisfactory); a pre-qualification training program for evaluators; student growth measures as a significant factor in the rating of the teacher's performance; tenured staff formal evaluation every other year; and required changes to action steps for professional development and remediation plans to assist in the improvement of performance in the event a teacher receives a rating of "needs improvement" or "unsatisfactory".

VII - MONITORING REPORT (Con't)1. Performance Evaluation For Licensed Staff (Con't)

Mr. Heckmon pointed out that District 200's performance evaluation plan now incorporates each of these requirements and has been adopted by the Woodstock Council of Teachers as part of the recently approved contractual Agreement (2016-2021) between the Board of Education and the Union.

During Board discussion, Mr. Meyer asked about the schedule for rolling out the plan next year and Mr. Gilmore asked for clarification regarding scoring. Dr. Moan pointed out the balance between assessment and classroom observation, adding the emphasis on team effort and shared ownership. Mr. Nattress commented on the time commitment it took to update the plan and Mr. Meyer and Ms. Goodwin both stated that staff and students would benefit from this evaluation plan.

VIII - UNFINISHED BUSINESS

There was no unfinished business.

IX - NEW BUSINESS1. District 200 Health and Wellness Center

Dr. Moan informed the Board that the Community Health Partnership of Illinois (CHPI) had received final approval from the Health Resources and Service Administration (HRSA) to add the site at Woodstock North High School to their scope of practice. The tentative opening date for the Health Center would be April 4, 2016. Dr. Moan pointed out that when the Board of Education first discussed approving a new Health Clinic, they were in agreement on the following points: First, the Health Clinic would not dispense contraception. Second, parental consent for all treatment was required. Dr. Moan added that these points were the cornerstone to approval of the contract with CHPI by the Board of Education.

Dr. Moan explained that recently the health care partners involved with the Clinic had disclosed that by state law, there were a few areas of health care where providers cannot require parental consent including testing for sexually transmitted infections and pregnancy testing. Ms. Goodwin added that given previous conversations that the Board had regarding the Health Clinic, it was important to discuss the state requirements and get feedback from the Board on next steps.

IX - NEW BUSINESS (Con't)1. District 200 Health and Wellness Center (Con't)

Dr. Moan suggested three options for the Board's consideration. The first was to move forward with the April 4, 2016 opening of the Health Clinic as planned with no changes to the agreement. The second would be to not approve the current agreement after legal review. Finally, the Board could consider alternate options for the clinic space including the potential use by a Mental Health Care provider and providing physicals and immunization clinics on a limited basis. Dr. Moan added that this last option would not offer the full health clinic experience, but would exclude areas without parental consent.

During Board discussion, Mr. Meyer commented that there was a need in the community for the Health Clinic, there would be no costs incurred by the District from the Clinic and he supported the agreement as written. Mr. Gilmore stated that he strongly disagreed and added that parental consent should be necessary for all treatment. Ms. Goodwin pointed out that the services required by law were available at the Health Department. She added that the concern over offering these services at the school was a polarizing issue that would cause a divide and parents could be less likely to work as partners with the District. Ms. Goodwin asked whether CHPI would terminate their partnership with the District if the Clinic did not open as planned and Dr. Moan responded that they probably would.

Mr. Nattress asked for clarification that the District nursing staff was currently referring students off site for these services and added that the Clinic would be an additional option for students.

Mr. Miceli asked Lisa Tate, Director of Health Services what her thoughts were. Mrs. Tate responded that the Health Clinic was a good service and another option for families.

Mr. Shinherr stated that good points were made by all Board members and he agreed with Ms. Goodwin that the issue would be polarizing.

Ms. Goodwin suggested that District administration come back with other options for the Health Clinic at the next Board meeting to assist the Board in making a final decision.

X - COMMITTEE REPORTS

1. Mr. Gilmore reminded Board members that the Education Foundation Groundhog Day fundraiser was scheduled for February 6, 2016 at the Starline Factory in Harvard from 5:30 p.m. – 11:00 p.m. Dinner tickets and reverse raffle tickets are available for purchase at the District Office.

Dr. Moan added that Jazz Ensembles from both high schools would be performing at the event.

Board members discussed coordinating a donation basket.

2. Mr. Nattress informed the Board that the Technology Committee was scheduled to meet on Thursday, January 14, 2016.

XI - CLOSED SESSION

MOTION – Moved by Mr. Nattress and seconded by Mr. Goerlitz to go into closed session at 8:26 p.m. to discuss 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 meeting minutes, with roll call vote as follows:

- Mr. Nattress - Yes
- Mr. Goerlitz - Yes
- Mr. Gilmore - Yes
- Mr. Shinherr - Yes
- Mr. Miceli - Yes
- Mr. Meyer - Yes
- Ms. Goodwin - Yes

The Board Returned to Open Session at 8:53 p.m.

XII - ADJOURNMENT

MOTION – Moved by Mr. Nattress and seconded by Mr. Meyer to adjourn the meeting at 8:56 p.m., with roll call vote as follows:

- Mr. Nattress - Yes
- Mr. Meyer - Yes
- Mr. Goerlitz - Yes
- Mr. Gilmore - Yes
- Mr. Shinherr - Yes
- Mr. Miceli - Yes
- Ms. Goodwin - Yes

Russell Goerlitz, Secretary

Camille A. Goodwin, President