

BROWN COUNTY COMMUNITY UNIT SCHOOL DISTRICT NO. 1
Mt. Sterling, Illinois
March 20, 2013

The public hearing for the reduction in force was held on Wednesday evening, March 20, 2013 at 5:45 p.m. in the Brown County School Board Office at 503 NW Cross Street, Mt. Sterling, Illinois.

The following members were present: Kackley, Kassing, Kerley, Koch, Krupps, Long and Meservey.

1. The public hearing is open.
2. The following comments were made:
Mr. Adcock explained the need for the hearing due to the newly implemented provisions of SB-7. The hearing was held to explain the need to perform reductions in force. The need was precipitated by a loss of state aid which resulted in an estimated deficit of \$658,000.

Public Comment:

Matt McCaskill: asked how the district arrived at the amount projected as a deficit. Mr. Adcock explained the amount came from a loss of both state and federal funds. State funding losses were in both the general education funds and transportation due to an 11% cut of state aid.

3. The hearing closed at 5:57 p.m.

The regular meeting of the Board of Education was held on Wednesday evening, March 20, 2013, at 6:00 p.m. in the Board of Education Office at 503 NW Cross Street, Mt. Sterling, Illinois. The meeting was called to order by President Alan Koch. The minutes were recorded by Ann Logan.

On roll call, the following members answered present: Kackley, Kassing, Kerley, Koch, Krupps, Long and Meservey.

1. Motion by Krupps, seconded by Kassing, to approve the consent agenda.

Roll call: Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea.
Motion carried.

Correspondence: none
Committee Reports: none

Public Comment speakers:

Kris McCaskill addressed the board concerning her job responsibilities and concerns over certification and how she is listed on the district teacher certification list. Mike Yingling addressed the board to let them know he was willing to help consult or work with insurance issues to try to save the district costs in any insurance area. Len Wiese addressed the board in support of the Ag Program and expressed concerns over the possibility of cutting that program, his support of the computer program and questioned the need for the current number of administrators in the district. Elizabeth Piehler and Michelle Ellerman- band students- spoke to the board about the benefits of Music Ed, which included a statement about band being the last opportunity for competition and scholarships for some students in particular.

2. Motion by Kassing, seconded by Koch, to adopt and abide by the Illinois High School Association (IHSA) Constitution, By-Laws, Terms and Conditions, and Administrative Procedures, Guidelines, and Policies of the Association for the 2013-2014 school term.

Roll call: Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea.
Motion carried.

3. Motion by Long, seconded by Krupps, to approve the Senior Class Trip to Mall of America in Bloomington, Minnesota on Sunday, May 19th, 2013.

Roll call: Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea.
Motion carried.

4. Motion by Krupps, seconded by Kackley, to reject all grass cutting bids and table until next board meeting, re-qualify bids with specifications.

Roll call: Koch, yea, Krupps, yea; Long yea; Meservey, nay; Kackley, yea; Kassing, yea; Kerley, yea.
Motion carried.

5. Motion by Meservey, seconded by Kerley, to approve a copier contract with Digital Copy System for five years beginning July 1, 2013.

Roll call: Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea.
Motion carried.

6. Motion by Krupps, seconded by Koch, to adopt the 2013-2014 Public School Calendar as presented.

Roll call: Long yea; Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea.
Motion carried.

Administrative Reports & Raising Expectations speakers:

BCHS principal Van Wilson reported that the junior class was transported to the KC Hall on March 7th to take a practice ACT test. This is the second year we have simulated the test conditions in the location that we will be administering the actual exam on April 23rd.

The high school will soon be gathering data on seniors in regards to the Ready for College, Ready for Work certification program. The Senior+ awards are based on data collected during the first three quarters of this school year. The awards will be presented to those who qualify at our awards night on May 15th and will be announced again at graduation.

The WYSE (Worldwide Youth in Science and Engineering) team competed at Knox College in Galesburg for sectionals on March 18th. Team members are Lee Crank, Zach Fuqua, Annie Dalton, Kassie Henrick, Taylor Herald, Emily Kitchell, Nicole Bowen, Adam Kerker, Maggie Moore, Dylan Morrell, Chloe Reich, Jenna Yingling, Clint Lewis, and Cheyenne Grainger. Three students medaled (Kassie Henrick-3rd Biology, Zach Fuqua-3rd Physics, Taylor Herald 2nd in Physics and Math) Taylor will advance to state competition in Champaign on April 11th.

Mr. Ray Driskell reported that ISAT testing went well, and we are proud of our students for giving it their best and being focused throughout the test. We continued our professional development by digging deeper into text complexity and starting lesson planning that involves text complexity. Following the common core guidelines we are looking at cover less but in more depth – for example when reading complex text we will be asking students to read the material, teacher model by reading and then follow up again with questions that require text evidence. We want them to expand their answers.

Parent / Teacher Conferences: We decided to go with the traditional style conferences like the high school and survey the parents to see which they preferred between the student lead conferences or the traditional conferences or do both.

SPECIAL THANK YOU TO EVERYONE THAT HELPED WITH IHSA BOYS SECTIONAL BASKETBALL TOURNAMENT AND THE IESA REGIONAL VOLLEYBALL TOURNAMENT. We had numerous compliments from visiting schools on how well the tournament was run and that is a credit to the numerous people helping us out.

Administrative Reports & Raising Expectations speakers (cont):

CONGRATULATIONS TO VANESSA MARKERT FOR BEING SELECTED TO THE IHSA 1A ALL STATE GIRLS 2ND TEAM in BASKETBALL.

Mr. Ben Ellefritz reported the elementary school curriculum night was a huge success and it really showcased what our students can do and how well our teachers are doing at providing instruction. This night really engaged families and it helped create a lot of great conversations with parents at home.

Mr. Gallaher reported that the district's three-year technology plan was submitted prior to the February 28 deadline. It will be summer before we hear anything on the approval process. He also briefly summarized the private school visit organized by the Tracy Family Foundation in February. We had about 50 private school administrators and teachers attend to see how we're using technology in the classroom that has been funded in large part by the Tracy Family Foundation.

Mr. Stan Adcock explained common core and the new mandates it will require. Students will be expected to graduate one-and-one-half years beyond where they are currently. This is comparable to graduating from HS at the same level as a mid-year sophomore in college. Students will also be introduced to more complex text and math concepts at earlier ages. School standards will become more rigid and expectations will increase. Teachers will be expected to demand more of the students as well as begin to change the way they are currently teaching.

7. Motion by Meservey, seconded by Kerley, to go into closed session for the consideration of and possible action to effectuate reduction in force of certified, noncertified and ESP employees and consideration of and possible action to effectuate dismissal of certified, noncertified and ESP employees from employment. As well as other employment and retention, collective bargaining, possible litigation and student discipline at 6:58 pm.

Roll call: Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea.

Motion carried.

8. Motion by Kerley, seconded by Koch, to go out of closed session at 8:51 pm.

Roll call: Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea.

Motion carried.

9. Motion by Kerley, seconded by Koch, to approve the minutes of closed session.

Roll call: Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea.
Motion carried.

10. Motion by Kerley, seconded by Long, to accept the resignation of Florence Frost, bus driver, effective the last day of the 2012-2013 school year.

Roll call: Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea.
Motion carried.

11. Motion by Koch, seconded by Kassing, to accept the resignation of Ann Brierton, School Treasurer, effective at the appointment of a new treasurer.

Roll call: Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea.
Motion carried.

12. Motion by Krupps, seconded by Long, to adopt a Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel, *Bus Drivers*: Sandy Barr, Deb Dewitt, Stacy Foote, Kathy S Grady, Teri Huston, Debra Kemper, Kathi Keylor, Viki May, Lori Lindsey Richardson, Shanna Rigg, Stacy Scheer and Karen Winner as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

*** The board directed the Superintendent, Stan Adcock, to begin conducting an investigation into the possibility of cutting transportation costs through contracting with a private vendor. Mr. Adcock will contact area districts and area bus companies and report to the board about the feasibility of bidding out this service next month.

Roll call: Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea.
Motion carried.

13. Motion by Kackley, seconded by Koch, adopt a Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel, *Teacher's Aides*: Kelly Blackwell and Destinee Crosier are *Reading Improvement Aides*; Teri Michelle Carmean, Karen Dewitt, Laura Fry, Nicole Hester, Monica Hoenes, Peggy Johns, Ganell Luthy, Erin McCaskill and Beverly Thomas are *Special Education Aides*; Mary Armstrong is a *Library Aide* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Long yea; Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea.
Motion carried.

14. Motion by Kerley, seconded by Kassing, to adopt a Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel, Pre-K Teacher's Aides, *Susan Houston and Mary Wiese* (pending receiving a grant program guarantee from the Illinois State Board of Education) as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea.
Motion carried.

15. Motion by Koch, seconded by Meservey, to adopt a Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel, *Diane Settles*, Pre-K parent educator/coordinator (pending receiving a grant program guarantee from the Illinois State Board of Education) as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea.
Motion carried.

16. Motion by Koch, seconded by Krupps, to adopt a Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel, *Kris Taylor*, Pre-K parent initiative (PI 0-3) parent educator (pending receiving a grant program guarantee from the Illinois State Board of Education) as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea.
Motion carried.

17. Motion by Koch, seconded by Long, to adopt a resolution reference the honorable dismissal of Pre-K teaching positions (pending receiving a grant program guarantee from the Illinois State Board of Education) as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea.
Motion carried.

18. Motion by Meservey, seconded by Koch, to adopt a Resolution Reference the Honorable Discontinuance of Noon and/or Morning and/or Bus and/or Detention *Supervisors*: Heather Richards, Julie Kallenbach, Jeremy Garrett, Marissa Leverton, Kim Root, Shannon Craven, Heath Fullerton, Amy Kallenbach, Nichole Miller, David Phelps, Sarah Maas, Kristen Wilson, Sandy Prather, Ashley Beck, Anna Melgreen, Anne Oliver, Melissa Ransom, Marilyn Seckman, Tabitha Royer and Samantha Valentine as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea.
Motion carried.

19. Motion by Koch, seconded by Kerley, to adopt a Resolution Reference the Release of Extra-Duty Stipend Positions, Assignments and Duties *Volunteer Coaching* Positions: Andrew Llewellyn, HS Baseball; Brad Henry, HS Football; and Darren Henry, HS Football as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea.
Motion carried.

20. Motion by Krupps, seconded by Koch, to adopt a Resolution Reference the Release of Extra-Duty Stipend Positions, Assignments and Duties *Coaching* Positions: Danielle Moorman and Kristi Tynan, MS Volleyball; Donna Bemis, MS Track; Hannah Heldt, MS Girls Basketball; Jeff Bottorff, Brian Ingram and Pat Moorman, MS Boys Basketball; AJ Kassing, HS Boys Basketball; and Marty Winston, HS Softball as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Long yea; Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea.
Motion carried.

This item died due to the lack of a motion being made.

- ___ Motion by _____, seconded by _____, to adopt the Resolution Reference Decision to Discontinue Certain Extra-Duty/Stipend Assignments and Duties of Certified Employee, *Nicole Miller* as HS Golf Coach as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Meservey, ___; Kackley, ___; Kassing, ___; Kerley, ___; Koch, ___, Krupps, ___; Long ___

*** The board determined that a more equitable scenario would be to retain all current athletic teams and make up the revenue difference via an increase in sporting event gate fees, increased participation fees for students and an overall reduction of at least 25% of all athletic budgets.

21. Motion by Koch, seconded by Meservey, to adopt the Resolution Reference Decision to Discontinue Certain Extra-Duty/Stipend Assignments and Duties of Certified Employee, *Susie Woodward* as Elementary School Head Teacher as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea.
Motion carried.

22. Motion by Krupps, seconded by Kassing, to adopt the Resolution Reference Decision to Discontinue Certain Extra-Duty/Stipend Assignments and Duties of Noncertified Employee, *Kris Taylor* as Middle School Cheerleading Coach as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea.
Motion carried.

23. Motion by Kerley, seconded by Koch, to adopt the Resolution Reference Honorable Reduction in Educational Support Personnel Responsibilities for *Deb Bordenkircher* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea.
Motion carried.

24. Motion by Koch, seconded by Krupps, to adopt the Resolution Reference Elimination of Director of Transportation Position and Honorable Reduction and Reassignment of an Educational Support Personnel Employee for *Stacy Scheer* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea.
Motion carried.

25. Motion by Koch, seconded by Kerley, to adopt the Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel for *Corina Reid* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea.
Motion carried.

This item died due to the lack of a motion being made.

- ___ Motion by _____, seconded by _____, to adopt the Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel for *Linda Kennedy* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Long ___; Meservey, ___; Kackley, ___; Kassing, ___; Kerley, ___; Koch, ___, Krupps, ___.

*** This position was not reduced at this time due to need. The position was, however, cut to only part-time in the summer.

This item died due to the lack of a motion being made.

- ___ Motion by _____, seconded by _____, to adopt the Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel for *Dave Newell* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Meservey, ___; Kackley, ___; Kassing, ___; Kerley, ___; Koch, ___, Krupps, ___; Long ___.

*** This position was not reduced need. The cost of the position will be replaced with cost savings through not hiring a head cook. Instead a stipend will be paid for performance of those duties to an existing cook already on district payroll.

26. Motion by Koch, seconded by Krupps, to adopt the Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel for *James Chaney* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea.
Motion carried.

27. Motion by Koch, seconded by Krupps, to adopt the Resolution Reference the Honorable Dismissal of Certain Educational Support Personnel for *Deb Dewitt* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Kassing, nay; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea.
Motion carried.

28. Motion by Krupps, seconded by Koch, to adopt the Resolution Reference the Honorable Dismissal of a Certified Employee, *James Campbell* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea.
Motion carried.

29. Motion by Kerley, seconded by Krupps, to adopt the Resolution Reference the Honorable Reduction in Teaching Responsibilities, *Kris McCaskill* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Koch, yea, Krupps, yea; Long, nay; Meservey, yea; Kackley, nay; Kassing, nay; Kerley, present.
Motion Failed.

REVOTE REQUESTED

Roll call: Koch, yea, Krupps, yea; Long, nay; Meservey, yea; Kackley, nay; Kassing, yea; Kerley, present.
Motion carried.

30. Motion by Koch, seconded by Long, to adopt the Resolution Reference the Honorable Dismissal of a Certified Employee, *Byron Johnson* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Krupps, yea; Long yea; Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea.
Motion carried.

31. Motion by Koch, seconded by Krupps, to adopt the Resolution Reference the Honorable Dismissal of a Certified Employee, *Marvin Meservey* as presented and that the Superintendent be authorized and directed to deliver or cause to be delivered the notice to the employee as specified in the Resolution.

Roll call: Long nay; Meservey, present; Kackley, nay; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea.

Motion carried.

32. Motion by Krupps, seconded by Koch, to approve the maternity leave request of *Jacklyn Feldpausch* for the first nine weeks of the 2013-2014 school year.

Roll call: Meservey, yea; Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea.

Motion carried.

33. Motion by Koch, seconded by Long, to accept the resignation of *Jami Hills* as drama club sponsor, effective the end of the 2012-2013 school year.

Roll call: Kackley, yea; Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea.

Motion carried.

34. Motion by Koch, seconded by Krupps, to accept the resignation of *Jacklyn Feldpausch* as drama club sponsor, effective the end of the 2012-2013 school year.

Roll call: Kassing, yea; Kerley, yea; Koch, yea, Krupps, yea; Long yea; Meservey, yea; Kackley, yea.

Motion carried.

35. Motion by Krupps, seconded by Koch, to adjourn at 9:15 pm.

Motion carried by acclamation.

PRESIDENT

SECRETARY