

**North Boone Community Unit School District No. 200**

Minutes of the Regular Meeting of the  
Board of Education

District Office

6248 North Boone School Road, Poplar Grove, Illinois 61065

Thursday, March 21, 2013

6:30 p.m.

**CALL TO ORDER AND ROLL CALL**

The Regular Meeting of the Board of Education was called to order at 6:30 p.m. by President Don Ward.

Present: President Don Ward, Vice President Denise Balsley, Secretary Tom Kinser, Treasurer Laura Zwart, Mr. Collin Crull, Mr. Glen Gratz and Mrs. Amy Morris

Absent: *None*

**AUDIENCE TO VISITORS**

Sue Radke, Head Cook at Manchester Elementary, stated that she has been trying to talk to someone about a towel situation for the last two years. Mrs. Radke stated that Manchester spends over \$400/mo. on unnecessary towel service and the savings by reducing this service would eliminate some of the RIFs. She asked the Board to think again before voting on tonight's reductions because a lot of these people have been with the district a number of years and care about the district.

Linda Lammersfeld, stated she was told that an e-mail she had sent to the district be added could not be put into the Board minutes so she decided to read it at this time. The e-mail contained her thoughts about what constituted a better school district.

Stephanie Meyers, stated that she has two boys who attend Poplar Grove Elementary. One of her main concerns as being part of the district for the past five years is seeing a consistent decline in personnel. A huge concern is the loss of librarians and teacher aides, which affects our kids. The fact that Poplar Grove Elementary is on the academic warning list increases the fact that the district needs to provide library assistants for students. Libraries are a key element to the educational value of the district. She added that the teacher aides do a great job in keeping classrooms educationally sound and, if anything, the district needs more aides in the schools

**APPROVAL OF AGENDA**

A motion was made by Mrs. Balsley and seconded by Mrs. Morris to approve the Agenda as amended.

VIII. Consent Agenda: B. Personnel  
Move "Certified – Hire" to XI. Executive Session

The motion was carried by unanimous voice vote.

### **SUPERINTENDENT'S REPORT**

Dr. Baule announced that Mr. Michael Winebrenner, 8<sup>th</sup> Grade Social Studies Teacher, was one of the Golden Apple recipients last Friday. The banquet to honor the recipients will be held on April 26<sup>th</sup> at the Radisson Hotel. Dr. Baule asked all Board members who would like to attend to contact his office.

Dr. Baule expressed his appreciation to all the staff who participated in the Special Board Meeting on March 14<sup>th</sup>.

Dr. Baule commented that the high school musical held last Friday and Saturday was very well done. It was a tribute to Broadway, which gave Ms. Kurnat a chance to spotlight a many students.

McDonald's Restaurant will host their Teacher Night at McDonald's in Belvidere on May 8<sup>th</sup>. Our 6<sup>th</sup> grade teachers will be working at McDonald's that evening.

Dr. Baule reminded everyone that the 5K Trail Run/Kids Fun Run is scheduled for May 4<sup>th</sup> at the main campus.

Dr. Baule congratulated the following winners at the recent Science Olympiad held at Rock Valley College.

#### Varsity Winners:

Silver medalists: Michaela Dean & Mitchel Griffis (Chemistry), Mitchel Griffis & Josh Herrmann (Dynamic Planet), Mitchel Griffis & Sarah Timm (Elastic Launch Glider)

4<sup>th</sup> Place medals: A. J. Briggs & Sarah Timm (MagLev)

5<sup>th</sup> Place medals: Mitchel Griffis & Josh Herrmann (Gravity Vehicle), Michael Abraham & Sarah Timm (Robot Arm)

6<sup>th</sup> Place medals: Michael Abraham and Sarah Timm (Thermodynamics)

#### JV Winners:

Silver medalists: Emily Osterberg & Jack Zwart (Forestry), Madison Grimm & Katie Rapp (Write It Do It)

Bronze medalists: Madison Grimm & Katie Rapp (Disease Detectives)

Dr. Baule also congratulated the 1<sup>st</sup> place winners at the 16<sup>th</sup> Annual North Boone Team Chess Tournament held at the middle school on March 16<sup>th</sup>. The winning North Boone team included Michael Marchetti, Dakodah Mrkvicka, Troy Meier, Sam Baule and Hallie Mrkvicka.

Dr. Baule noted that the PMA Budget Projections have been updated. Some of the projection numbers have changed because Mrs. Boeke recalculated them to make sure they were updated based on current assumptions.

Dr. Baule stated that the decrease in hours recommended for some staff members is directly tied to the Affordable Care Act. He has met with the district's insurance providers and has scheduled a meeting with the NBESS representatives to discuss how to address this issue. Regulations to provide insurance for personnel working 30 hours or more per week went into effect on December 28, 2012 so most districts had to make changes by January 1<sup>st</sup>; however, North Boone

is on a July 1<sup>st</sup> renewal calendar. In talking with NBESS representatives, there are potentially some ways to get through this but Dr. Baule anticipated the eligibility requirements only getting worse. He agreed that the aides in this district are very good and any cuts to their hours can be dramatic; however, the district just does not have the funds. Unfortunately, tonight's cuts are the first step to addressing the budget. The penalty for not providing insurance for employees working over 30 hours/wk. is a fine of \$2,000/employee, which would total approximately \$400,000. According to the teachers' contract, the district must provide insurance to NBEA employees. Most other districts are doing the same in trying to bring employees' work hours under the 30 hour/wk. threshold.

Dr. Baule stated that he and Mr. Houselog met with Representative Joe Sosnowski on Monday of this week. Rep. Sosnowski informed them that he did not believe there would be any holistic pension reform but he does believe that the transportation reimbursement will be further reduced. There have been changes in some of the ISBE (IL State Board of Education) requirements and if the state provided all the GSA (General State Aid) that is calculated we should receive, the district would not have to make any cuts. At this time, it is projected that the district will be solvent until 2020, assuming the GSA stays at its present level.

Dr. Baule announced that he had recently been notified that the 5 Essentials School Climate Survey has been extended until April 12<sup>th</sup>. That survey can be accessed at <https://survey.5-essentials.org>.

## **COMMITTEE REPORTS**

### **Policy Committee**

Mrs. Balsley reported that the Policy Committee did not meet in March. No PRESS has been received at this time; however, a meeting will be scheduled for mid April.

### **Business Services Committee**

Mrs. Zwart reported that the Business Services Committee did not meet in March. The next Business Services Committee meeting date is to be determined.

### **Facility/Long Range Planning Committee**

Mr. Ward reported that the Facility/Long Range Planning Committee did not meet in March. The next Facility/Long Range Planning Committee meeting date is to be determined.

### **Curriculum, Instruction and Assessment Committee**

Mr. Gratz reported that the Curriculum, Instruction and Assessment Committee did not meet in March. The next Curriculum, Instruction and Assessment Committee meeting date is to be determined.

### **Other Committee Reports**

Mrs. Zwart reported that the Community Involvement Committee did not meet in March. The next Community Involvement Committee meeting date is to be determined.

Mr. Kinser reported that the Technology Subcommittee did not meet in March. The next Technology Subcommittee meeting date is to be determined.

**TREASURER’S REPORT**

The Treasurer’s Report was submitted to the Board.

**CONSENT AGENDA**

A motion was made by Mrs. Balsley and seconded by Mrs. Zwart to approve the Consent Agenda as amended.

The motion was carried by unanimous roll call.

- A. Minutes of the Regular Meeting February 21, 2013
- B. Personnel

Site	Person	Position	Salary	Effective/End Date
<b>1. Certified – Hire</b>				
<b>District</b>	<b>Melissa Geyman</b>	Director of Special Education	\$70,000/yr.	July 1, 2013 (per contract)
<b>2. Certified – FMLA</b>				
<b>NBHS</b>	<b>Emily Gregory</b>	English Teacher	N/A	04-01-13 to End of School Year (using sick days)
<b>NBHS</b>	<b>Carol Weiffenbach</b>	English Teacher	N/A	08-16-13 to 09-30-13 (using sick/personal days)
<b>3. Non-Certified – Leave</b>				
<b>Manchester</b>	<b>Linda Donley</b>	Assistant Cook	N/A	10/03/12 to 4/09/13 (on IMRF disability)
<b>4. Non-Certified – Resignation</b>				
<b>Transportation</b>	<b>Scott Rogers</b>	Bus Driver	N/A	April 1, 2013
<b>5. Extra-Curricular - Resignation</b>				
<b>NBHS</b>	<b>Jason Weber</b>	Boys Basketball Head Coach	N/A	End of 2012-2013 School year
<b>6. Volunteer</b>				
<b>NBHS</b>	<b>Mark Fidler</b>	Varsity Baseball Volunteer	Indemnify	2012-2013 School Year

- C. Approval of Membership in the Illinois High School Association (IHSA)
- D. Group VIII Program Requests – NBMS/NBUE
- E. Group VIII Program Requests – PGE
- F. Overnight Field Trip Request – NBHS
- G. Title I District Plan

**UNFINISHED BUSINESS**

**A. 2013 Budget Recommendations**

Board Budget Questions/Comments

Mrs. Zwart inquired how the use of volunteers in the library would work. She felt it would not be a good use of administrator’s time to coordinate and train volunteers.

Answer: Mrs. Lenser will still be in each building several times a week and between the principals and Mrs. Lenser, it is a workable plan.

Mrs. Morris stated that she would like to hear more about what the library assistants do and how it would apply to volunteers. She also asked whether the summer library was paid by grant monies.

Answer: Yes, our summer libraries should not be affected.

Mr. Kinser asked if capital reductions have been identified.

Answer: The biggest large ticket item to be delayed is the district parking lot. The costs of some of the reductions have also been reduced because quotes have been coming in at a lower cost.

Mr. Kinser stated that based on the information he received on the tablet proposal, he would suggest that money be deferred over to offset the cost saved by reducing the librarian assistants.

Mrs. Morris questioned one of the items not recommended to be reduced: "Delay purchase of new vehicle."

Answer: That is a new vehicle for grounds work because the present vehicle is well beyond its end of life.

Mrs. Morris preferred to avoid cutting the library assistants but also felt it necessary to go forward with the 1:1 tablets. Her preference would be not to choose one over the other. "This is our kids' future."

Mr. Kinser expressed his struggle with how much to deficit spend and where to put the district resources. "As much as I would like to have everything for our students, we cannot afford it." He preferred to see a better plan for the tablets and to take it to the community as a referendum. He would not favor increasing deficit spending in that particular area.

Answer: The purchase of tablets as opposed to books is much less expensive in the long run.

Mr. Kinser stated that he would prefer to know the final cost to use tablets.

Answer: The cost over a four-year span for tablets would be no more than \$40,000. Not aware of any district that went to referendum on whether to purchase 1:1 tablets. The scope of the 1:1 test pilot is for one year in the 7<sup>th</sup> grade classroom. If successful, the plan is to roll back to 6<sup>th</sup> grade. There is also a fair amount of research that articulates the savings over the purchase of books.

Mrs. Balsley preferred that the district rent to own tablets and keep a list of repair/replacement costs for which the parent would be responsible.

Mr. Ward suggested obtaining insurance for the tablets.

Mrs. Morris expressed her desire to revisit this matter after Executive Session.

Mr. Ward reminded everyone that as the year evolves, speculated expenses and revenues will become realities and the district's financial situation will become much clearer.

Mrs. Balsley requested a proposal for a buyback program for the tablets.

Answer: If it is truly a pilot and the district decides not to continue with the program, the district could repurpose the tablets for other needs in the schools. Long term, there is a potential to rent to own, but not for the first year. The district could require a damage deposit on the tablets. If other revenues become available, items reduced for the budget can be brought back, but because of the stipulated timeline, this is the only opportunity to make the necessary reductions.

A motion was made by Mrs. Balsley and seconded by Mr. Kinser to approve the items listed under “Additional Cost Reduction Options Necessary to Balance the Budget” on the attached list minus the line item “Reduce library assistants from 4.14 to 2.14” in the amount of \$74,414.72.

A motion was made by Mr. Kinser and seconded by Mrs. Zwart to amend the main motion to increase the reductions by approximately \$75,000 in technology by adding the tablet initiative to the list of reductions.

Ayes: Mr. Gratz, Mr. Kinser, Mrs. Morris

Nays: Mrs. Balsley, Mr. Crull, Mr. Ward, Mrs. Zwart

The motion failed 4-3.

A motion was made by Mr. Ward and seconded by Mr. Crull to amend the main motion to reduce the number of library assistants to 3.14 from 4.14 and delay the purchase of a new vehicle.

Ayes: Mr. Crull, Mr. Gratz, Mrs. Morris, Mr. Ward

Nays: Mrs. Balsley, Mr. Kinser, Mrs. Zwart

The motion passed 4-3.

Roll call on original motion, as amended, by Mrs. Balsley:

Ayes: Mr. Crull, Mr. Gratz, Mrs. Morris, Mr. Ward

Nays: Mrs. Balsley, Mr. Kinser, Mrs. Zwart

The motion passed 4-3.

**B. Intergovernmental Cooperation Agreement**

Dr. Baule reiterated that it was agreed to dissolve the Coop pending the approval of the Intergovernmental Cooperation Agreement by April 1<sup>st</sup>. The district can then start the dissolution process and the coop would cease to exist by June 14, 2013.

A motion was made by Mrs. Balsley and seconded by Mrs. Morris to approve the Intergovernmental Cooperation Agreement.

The motion was carried by unanimous roll call.

**C. Any questions and follow up to March 14, 2013 Special Board Meeting**

Mr. Gratz inquired whether the batteries on the tablets were replaceable. He suggested that if the batteries are not replaceable it might be better to purchase laptops because they would last longer.

Dr. Baule was not sure but assured Mr. Gratz that he would find out. He added there are laptops that have touch screens, but they are much more expensive.

## **NEW BUSINESS**

### **A. March 2013 Bills**

A motion was made by Mrs. Balsley and seconded by Mr. Gratz to approve March 2013 Bills.

Ayes: Mrs. Balsley, Mr. Crull, Mr. Gratz, Mr. Kinser, Mrs. Morris, Mrs. Zwart

Nays: *(none)*

Abstain: Mr. Ward

Motion passed 6-0, with one abstention.

### **B. Telecommunications Service Agreement**

Dr. Baule explained that this Agreement was necessary in order to increase the bandwidth in the district. The recommended provider, MapleNet (MNW Telecom, Inc.), will connect with iFiber, who is associated with NIU, in Belvidere. This Agreement will allow the district to have one biller and one contact, and the district will have a licensed bandwidth. The district will be required to build a tower. The contract is contingent on E-Rate through which the district should receive approximately 66% reimbursement of the costs. MapleNet and iFiber have both reduced their prices but after the final engineering study is completed, the price should be slightly less.

Mr. Ward inquired whether once the tower is built on the central campus there would be any potential for the district to open up WI-FI to area families. Dr. Baule replied that he hoped to be able to provide Internet over a wide area.

It is anticipated that everything will be in place by July 1. The engineering study has already started, and the building of the tower at the middle school should start as soon as the Agreement is approved.

A motion was made by Mrs. Balsley and seconded by Mrs. Zwart to approve the Agreement with MapleNet, contingent on E-Rate funding.

Ayes: Mrs. Balsley, Mr. Crull, Mr. Kinser, Mrs. Morris, Mr. Ward, Mrs. Zwart

Nays: Mr. Gratz

Motion passed 6-1.

### **C. Resolution Authorizing Notice of Dismissal to Non-Tenured Teachers Other than Final-Year Probationary Teachers**

Dr. Baule explained that these recommendations are entirely tied to enrollment, class choices at the high school level and the potential of outsourcing the classroom piece of Driver's Education.

A motion was made by Mrs. Balsley and seconded by Mrs. Zwart to approve the Resolution Authorizing Notice of Dismissal to Non-Tenured Teachers Other than Final-Year Probationary Teachers.

The motion was carried by unanimous roll call.

**D. Resolution Authorizing Notice of Honorable Dismissal of Educational Support Personnel**

A motion was made by Mr. Crull and seconded by Mr. Gratz to approve the Resolution Authorizing Notice of Honorable Dismissal of Educational Support Personnel with the removal of the more senior individual from the list (per amended motion under item IX.A. to reduce the number of library assistants to 3.14 from 4.14).

Ayes: Mr. Crull, Mr. Gratz, Mrs. Morris, Mr. Ward

Nays: Mrs. Balsley, Mr. Kinser, Mrs. Zwart

The motion passed 4-3.

Dr. Baule noted that the following Items E, F and G are the result of the Affordable Health Care Act.

**E. Resolution Authorizing Notice of Reduced Work Day of Educational Support Personnel**

A motion was made by Mr. Crull and seconded by Mr. Gratz to approve the Resolution Authorizing Notice of Reduced Work Day of Educational Support Personnel.

The motion was carried by unanimous roll call.

**F. Resolution Authorizing Notice of Reduction in Hours of Educational Support Personnel**

A motion was made by Mrs. Morris and seconded by Mr. Crull to approve the Resolution Authorizing Notice of Reduction in Hours of Educational Support Personnel.

The motion was carried by unanimous roll call.

**G. Resolution Authorizing Notice of Reduction of Days Employed to Educational Support Personnel**

A motion was made by Mr. Crull and seconded by Mrs. Morris to approve the Resolution Authorizing Notice of Reduction of Days Employed to Educational Support Personnel.

The motion was carried by unanimous roll call.

**EXECUTIVE SESSION**

A motion was made at 8:20 p.m. by Mrs. Balsley and seconded by Mrs. Zwart to recess to Executive Session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees; collective negotiating matters; or other matters provided for pursuant to §2(c) of the Open Meetings Act.

The motion was carried by unanimous roll call.

The following members were present: President Don Ward, Vice President Denise Balsley, Secretary Tom Kinser, Treasurer Laura Zwart, Mr. Collin Crull, Mr. Glen Gratz and Mrs. Amy Morris.

The Open Session of the Board of Education was called to order at 9:02 p.m. by President Don Ward.



Present: President Don Ward, Vice President Denise Balsley, Secretary Tom Kinser, Treasurer Laura Zwart, Mr. Collin Crull, Mr. Glen Gratz and Mrs. Amy Morris  
Absent: *(None)*

**RECOMMENDATIONS FROM EXECUTIVE SESSION**

A motion was made by Mrs. Balsley and seconded by Mrs. Zwart to hire Melissa Geyman as Director of Special Education effective July 1, 2013 per her contract.  
The motion was carried by unanimous roll call.

**ADJOURNMENT**

A motion was made by Mrs. Zwart and seconded by Mr. Gratz to adjourn the meeting at 9:04 p.m.  
The motion was carried by unanimous voice vote.

**PRESIDENT** \_\_\_\_\_  
**Don Ward**

**SECRETARY** \_\_\_\_\_  
**Tom Kinser**

**APPROVED:** \_\_\_\_\_

Item	Additional Cost Reduction Options Necessary to Balance the Budget	Potential Reductions FY 2014
Educ.	Athletic capital outlay (effectively require all new uniforms to be donated)	3,500.00
Educ.	Eliminate Scholastic Bowl	1,192.00
Educ.	Eliminate the MS & UE Yearbooks; rely on Photo Companies	1,922.00
Educ.	Provide PE uniforms only for 7th and 10th graders	7,200.00
Educ.	Reduce 0.25 FTE from NBHS staffing (Enrollment Driven)	11,250.00
Educ.	Reduce a head cook and have the food service director take over those responsibilities	18,500.00
Educ.	Reduce library assistants from 4.14 to 2.14	74,414.72
Educ.	Reduce the (anticipated) special education teacher position and replace with two aides	19,003.00
Educ.	Reduction of .75 hours per day of food service staffing at Capron (Breakfast)	1,250.00
Educ.	Request a waiver to eliminate breakfast program throughout district	1,700.00
Educ.	Reduce fraud in fee waivers by changing Board policy 4:140	10,000.00
Educ.	Reduce the nurse at PGE to 4 hours per day	9,100.00
Educ.	Look for sponsors for wrestling, soccer and golf	27,495.00
Educ.	Improve collections efforts for unpaid fees, etc. (e.g. unpaid fees will restrict access to graduation, etc.)	20,000.00
Educ.	Require all regular education field trips to pay for themselves	10,000.00
Educ.	Reduce insurance costs (requires collective bargaining)	50,000.00
O&M	Reduce capital expenses (deferring them for now)	80,000.00
O&M	Increase rental rates	5,500.00
O&M	Reduce grounds staffing	5,865.73
Trans.	Extend transportation routes (1.5 routes)	24,000.00
Trans.	Sell off extra spare bus (potential for multiple buses)	22,000.00
Trans.	Reduce activity bus routes to one night per week	10,200.00
Trans.	Transportation capital equipment don't replace Yukon	35,000.00
Trans.	Delay purchase of new bus	65,000.00
		<b>514,092.45</b>

Item	Not recommending the following reductions	Potential Savings
Educ.	Eliminate the Pre-K program (grant was \$76680 in FY '11)	14,000.00
Educ.	Eliminate wrestling and soccer (MS & HS) & golf	27,495.00
Educ.	Reduce 1.5 additional K-4 classrooms (raise K-4 class size)	65,156.00
Educ.	Eliminate Freshman Sports	11,000.00
Educ.	Eliminate NBMS basketball if a club alternative could be found	11,000.00
Educ.	Eliminate the 5-8 assistant principal	75,000.00
Educ.	Share a reading specialist between Manchester and Capron; add a part time teacher aide at each building	23,000.00
Educ.	Combine Manchester & Capron	350,000.00
Educ.	Return to 1/2 day Kindergarten	90,000.00
Educ.	Raising K-4 Class Size to 30	45,000.00
Educ.	Eliminate K-4 Art or Music	21,000.00
Educ.	Eliminate both K-4 Art and Music	46,000.00
Educ.	Combine K-4s to one K-3 Grade level center	550,000.00
Educ.	Return to principal, asst. principal and AD at NBHS	(6,000.00)
Educ.	Eliminate the district librarian instead of a library assistant	(5,000.00)
O&M	Reduce capital expenses (deferring them for now - additional red	75,000.00
O&M	Reduce a head custodian and have the facilities director take over those responsibilities in addition to his own (includes a part time asst. cust.)	(198,375.00)
Trans.	Delay purchase of new vehicle	30,000.00
		<b>247,565.73</b>