

**MINUTES OF THE REGULAR MEETING
OF
FOX RIVER GROVE SCHOOL DISTRICT 3
BOARD OF EDUCATION
MONDAY, AUGUST 17, 2009 – 7:00 P.M.
FOX RIVER GROVE MIDDLE SCHOOL LIBRARY**

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

CALL TO ORDER AND ROLL CALL

Board President Pat Hughes called the meeting to order at 7:00 p.m. Members present were Tom Mollet, Steve Knar, Pat Hughes, Gerry Blohm, Kris Germain, and Susan McGarrigle. Also present were Superintendent Tim Mahaffy and Principals Karen Machroli and Eric Runck.

WELCOME GUESTS/PUBLIC COMMENT

Board President Pat Hughes welcomed everyone to the meeting.

Mr. Steve Pickering signed in to address the Board. Mr. Pickering inquired about how many applications were received for the 5th grade position as well as how many interviews were held.

Mr. Runck stated that the District received close to 150 applicants and 5 individuals were interviewed. The interview schedule was posted on Applitrack.

Audience members Terrie Smialek, Penny Cole, Paulette Nichols, Dr. Jackie Krause, Lisa Buss, and Steve Pickering were welcomed to the meeting. Also in the audience was CTS representative, Michelle James.

There were no other comments from the audience.

CONSENT AGENDA

Board member Steve Knar questioned a payment made to TRS for an excess penalty for Mrs. Patterson.

Dr. Mahaffy stated that the District would also have this identical payment penalty to TRS with Mrs. McAtee's retirement next year due to creditable earnings dealing with curriculum or something in addition that was not caught in time. This is from a year ago and they were both doing curriculum work at that time. This is a one time penalty and will not happen again.

A motion was made by Tom Mollet to approve the consent agenda, approve and open to the public the regular minutes of the regular Board meeting of July 20, 2009, approve the closed minutes of the regular Board meeting of July 20, 2009, approve the July 2009 Treasurer's Report, and approve the August 2009 Bills and Payroll. Susan McGarrigle seconded the motion.

A roll call vote was taken. Voting aye – Steve Knar, Pat Hughes, Gerry Blohm, Kris Germain, Susan McGarrigle and Tom Mollet. Voting nay – none. Motion approved.

OLD BUSINESS

Michelle James of CTS presented an update on the progress of work being done at Algonquin Road School. The roof is complete and waiting on the final inspection. The transition work on the downspouts is also complete. Cabling was re-routed on the inside of the building. There was no sign of leakage even after the big rain. The quartz flooring has been installed and waxed. There is one small hallway area at the back of the building that remains to be waxed once the bookcases are moved. Carpeting has been installed. There is still some minor transition work that needs to be completed. The ceramic tile in the bathrooms has also been completed. CTS took the initiative to replace some tiles at the transition from the hallway into the gym. They were able to find tile that matches the gym floor. The new doors are scheduled to arrive on Friday, August 21st. There are about 14 doors that do not have the windows which can be installed before school starts. Doors at the Middle School will also be installed. The window installation crews are ready to go as soon as the windows are delivered. CTS have been in constant communication with the window manufacturer and they are estimating delivery within the next two weeks or so. Installation will be done as soon as the windows arrive on site. Additional crews will be added to accomplish the installation. Tiles in a couple of the classrooms are bubbling. Ms. James stated that this is being investigated. Dr. Mahaffy will review the contract to see what the actual completion date of the project as well as the penalty clause actually stated.

Dr. Mahaffy reviewed the class size estimates for 2009-2010 (09-08-01) which was included in the Board packets. The revised spreadsheet is broken up by building, by grade level and automatically gives the average per section. Students transported out of the District or in District self contained assignments are not included in the average per section.

Dr. Mahaffy provided the Board with information regarding non-certified salaries from surrounding Districts and if the Districts provided insurance (health, dental or lump amount for insurance) for the non-certified staff. Another document referred to questions on how salaries were determined, are rates negotiated or determined by administration, board committee, etc., and if salaries are negotiated, are they tied to the certified teachers contract as a practice (09-08-02). Dr. Mahaffy stated that by reviewing this information, Districts are all over the place in what they do. Currently, District 3 has a sheet for longevity bonus up to year 13 and with this, every three years there is a “bump”. Non-certified employees receive the average raise to the base of the certified teachers’ contract. This is not negotiated, but is past practice which amounted to approximately \$20,000 for this year.

Board member Knar felt that the Board should make the final decision on non-certified pay every year and should have control over the raises instead of being tied to the teachers’ salaries. Mr. Knar further stated that the Board can do whatever they want with the non-certified employees since they are not union employees. Mr. Knar stated that no one in the private sector is receiving raises and was surprised that the salary notices were sent out in May. If anything, he would like to see at a minimum that the Board take control over the non-certified raises.

Board member McGarrigle stated that she felt she is uncomfortable with the review of the performance of the non-certified employees.

Board member Mollet did not feel there was a problem with the current process for the non-certified employees. He further stated that the comparison of salaries among other districts is pretty much on average – a few below but a few higher. He does not want the Board to take on this task since it seems to have been done efficiently in the past and does not seem to be causing a problem. Mr. Mollet stated that if it is causing a problem then the Board needs to be involved. Dr. Mahaffy stated that he feels Mr. Knar would prefer to see information prior to the salary notices being distributed to the non-certified employees. The Administration would bring to the Board a summary of what is happening with the non-certified staff, the total cost including the increase and the bumps and then approve the list for the following school year rather than being automatic. The Board requested Supt. Mahaffy bring this information to the Board in April for distribution in May.

Dr. Mahaffy reminded the Board that they currently have an approved “bump” sheet and unless the Board changes it or gets rid of it, the Board is tied to those longevity bumps. Dr. Mahaffy also stated that he could check with our legal counsel regarding past practice of giving the percentage increase on base. If the Board decides to use a different process in determining raises for the non-certified staff (performance based, tied to CPI, etc.), this criteria would need to be established now – just determining what criteria and job categories should be used for the quantity of raises would take a long time to establish. Dr. Mahaffy reminded the Board that the non-certified staff are at-will employees. Dr. Mahaffy suggested that based on the financial situation of the District in the spring and based on the recommendations for employment by the Administration, the Board should either approve next year’s raise or freeze it and that way the “bump” instrument remains intact. If the Board switches to performance based, this may or may not save the District any money and would cost a lot of administrative time. Dr. Mahaffy was instructed to bring to the Board in April, recommended employment and salary figures for the Board to approve or not.

Board member Mollet also stated that the only person he has heard saying that there are no increases being given in the public sector was from Board member Knar. Mr. Mollet did not feel this was correct. The percentage of raises was approved originally by the Board for non-certified employees after the last teachers’ contract.

Mr. Hughes asked if there was any other Old Business and there was none.

NEW BUSINESS

Dr. Mahaffy reviewed 3 pages of the Certificate of Adoption, Resolution Adopting Restatement and Amendment of Fox River Grove School District 3 403(b) Retirement Plan which, in essence, after signing, re-approves the District’s entire 403(b) Plan. Dr. Mahaffy also reviewed the new language from page 16 – Article 6, 6.1 Loans – “No loans shall be permitted under the Plan, notwithstanding the terms of the Individual Agreement(s) controlling the Account assets which may permit loans”. Dr. Mahaffy stated that he investigated this deeper and that even if an individual plan allows loans, the District’s 403(b) plan supersedes it and does not allow it. The old language was never intended to be that way – Article 6, 6.1 Loans – “Loans shall be permitted under the Plan to the extent permitted by the Individual Agreement(s) controlling the Account assets from which the loan is made and by which the loan will be secured”. The Plan Design Option Form, page 9, item “Y”, also indicates that revision (09-08-03). Dr. Mahaffy stated that this does not apply to hardship loans with qualifying factors.

A motion to approve the Resolution Adopting Restatement and Amendment of Fox River Grove School District 3 403(b) Retirement Plan was made by Steve Knar and seconded by Susan McGarrigle. A roll call vote was taken. Voting aye – Pat Hughes, Gerry Blohm, Kris Germain, Susan McGarrigle, Tom Mollet and Steve Knar. Voting nay – none. Motion approved.

A motion to approve the Inspection Checklist for Temporary Facilities (09-08-04) was made by Gerry Blohm and seconded by Kris Germain. A roll call vote was taken. Voting aye – Gerry Blohm, Kris Germain, Susan McGarrigle, Tom Mollet, Steve Knar and Pat Hughes. Voting nay – none. Motion approved.

A motion to approve the Temporary Facility Elimination Plans (09-08-05) was made by Tom Mollet and seconded by Gerry Blohm. A roll call vote was taken. Voting aye – Kris Germain, Susan McGarrigle, Tom Mollet, Steve Knar, Pat Hughes and Gerry Blohm. Voting nay – none. Motion approved.

Dr. Mahaffy reviewed the tentative working financial report/budget dated July 1, 2009 to July 31, 2009 and the FY10 Budget and Fund Balance Summary Sheet (09-08-06). Tentative expenditures are listed but may be revised through next month. The tentative budget must sit for 30 days between now and the Board meeting scheduled on September 28th. Dr. Mahaffy stated that next month he expects to bring a conservative budget to the Board showing a zero surplus. Dr. Mahaffy expects the revenue lines to be in a state of flux the entire month of September. The CPI for this coming school year will be .001. This CPI is what the District's tax dollars will be tied to and the District will not be seeing much growth. General State Aid money will be partially distributed out of ARRA money. Hold Harmless is also keeping our revenues down this year (budgeted at approximately 42.7%). This is approximately \$221,096 less than last year. There are only 80 districts in the State receiving Hold Harmless monies. Dr. Mahaffy stated that originally the District was supposed to receive ARRA grant money for construction, but this did not happen. The only ARRA money available for us is the General State Aid money and also for Special Education Part B Flow Through which SEDOM runs for us, Preschool Flow Through and also Title I. SEDOM automatically takes 5% of this amount and will share with us shortly what they plan to have for us in services in return for this 5%. Dr. Mahaffy stated that the District is spending ARRA money on Title 1, IDEA and preschool including teacher aides and salaries, benefits, and technology (smart boards, document cameras, etc.). Since the District was able to supplant 50% of the IDEA Flow Through grant money with ARRA dollars and General State Aid, we were able to do the upgrade in the flooring at ARS. We were also able to pay teacher aide benefits out of grant money. Dr. Mahaffy stated that the total dollars the District is receiving over a two year period in Title I is \$27,184, in preschool \$3,626 and in Part B Flow Through is \$99,149 and these figures are built in the revenue projects. Dr. Mahaffy stated that Part B monies will be used to help pay for progress monitoring for MAP and Aimsweb and professional development as well as student licenses for MAP. Regular grants are similar in dollars to FY09 grants. Dr. Mahaffy is still waiting on clarification on the ADA Safety Block Grant which is about \$20,000. The Reading Block grant is back to being prorated to 40%. The budget is currently being revised on a daily basis. On the expense side, technology remained the same. Media, under library, technology for the special education rooms was increased. Other items increasing on the expenditure side include movement on the salary schedule for certified staff, added a section for tuition reimbursement (this has increased substantially this year), SEDOM and Region IV costs have increased with the quantity of students who are being served outside of the district. As per recommendations from our auditors and the need for a new bus, the transportation expenses increased but still remain positive. The district did have a Reduction in

Force of one teachers' aide. Bus driver and custodial pay was realigned in order to save on the use of SEDOM transportation which amounts to a savings of \$27,645. At the September 28th meeting Dr. Mahaffy will present the budget with revised figures and backup information.

A motion to approve the FY10 Tentative Budget and Set a Public Hearing Date for September 28, 2009 was made by Steve Knar and seconded by Gerry Blohm. A roll call vote was taken. Voting aye – Susan McGarrigle, Tom Mollet, Steve Knar, Pat Hughes, Gerry Blohm and Kris Germain. Voting nay – none. Motion approved.

Board President Hughes asked if there was any other New Business and there was none.

POLICY

None.

SCHOOL REPORTS

Algonquin Road School – Ms. Machroli – Ms. Machroli thanked Mr. Miller, Ms. Walton and Ms. Ford for all their hard work through the summer with the renovations being accomplished at ARS. The new teacher orientation is scheduled for August 19th. ARS parent night will be held on September 3rd from 7:00 to 8:40 p.m. Bus evacuation drills are scheduled for September 16th. There will be an early release on September 23rd and staff will be participating in a “Code Red” safety drill. There are currently 272 students enrolled at ARS. Ms. Machroli also thanked the teachers for their patience in getting into their classrooms.

Fox River Grove Middle School – Mr. Runck – Mr. Runck also thanked his custodial staff, Mrs. Barham, Mrs. Winterton and Mr. Cappellania, for the outstanding job they have done on the Middle School. Middle School band camp and volleyball clinics were held this summer. The Open House for the Middle School will be held on August 26th from 7:00-9:00 p.m. Mr. Runck stated that the following volunteer coaching positions are still open: 6/7th grade girls' basketball, cross country, 8th grade boys' basketball and 6/7th grade girls' volleyball and softball. September activities include bus evacuation drills on the 8th and 9th, “The Balance of Power” assembly on September 17th, and several sporting events through the month for cross country, boys' soccer and girls' basketball depending on coaches and students.

SUPERINTENDENT'S REPORT

Dr. Mahaffy reviewed the School District 3 2009-2010 Inservice Plan Summary (09-08-07).

Teacher Institute activities on August 24th include a District meeting, building faculty meetings, review of building security and emergency plans and committee and grade level meetings. Core academic teachers in grades 3-8 plus any teachers who will be proctoring will be receiving MAP administration training on August 25th and the K-2 math teachers will be receiving training on Math Connects from the McGraw-Hill Co. Any other teacher that does not fit into these two categories will be doing an activity approved by their building principal. On November 3rd, K-2 and specials staff will work with Mr. Rovin on Response to Intervention – Aimsweb Data Analysis and PBIS and 3-8th will have their second training using MAP Data – Stepping Stones to Using Data. Subject matter for the remaining early release days will be determined by the Administrative team as the days get closer.

Dr. Mahaffy stated that new auditing rules, SAAS 114, require a Board member participant at an entrance interview, which basically goes over last year's management letter. The exit interview does not require participation of a Board member.

Board President Pat Hughes will participate in the entrance interview on Tuesday at 1:00 p.m.

COMMITTEE REPORTS

The SEDOM Governing Board held their budget meeting and adoption on August 12th. Each District pays only for the services they require. The transportation payment structure was realigned. SEDOM will also be presenting what services will be provided with the 5% ARRA funds that all districts in McHenry County received through their IDEA Flow Through Part B Grant (5% of \$84,471). Mr. Brett Gobeli the new principal at New Beginnings was also introduced.

ANNOUNCEMENTS, NOTICES AND COMMUNICATIONS

A thank you note was passed around to the Board members.

EXECUTIVE SESSION

A motion to adjourn to executive session at 8:35 p.m. to consider information regarding the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the District was made by Kris Germain and seconded by Gerry Blohm. A roll call vote was taken. Voting aye – Tom Mollet, Steve Knar, Pat Hughes, Gerry Blohm, Kris Germain and Susan McGarrigle. Voting nay – none. Motion approved.

There will be action.

ACTION FOLLOWING EXECUTIVE SESSION

A motion to return from executive session to open session at 9:20 p.m. was made by Tom Mollet and seconded by Steve Knar. A roll call vote was taken. Voting aye – Steve Knar, Pat Hughes, Gerry Blohm, Kris Germain, Susan McGarrigle, and Tom Mollet. Voting nay – none. Motion approved.

A motion to approve the fall volunteer coaches – Bud Zasadil, 8th grade girls' basketball, Erik Bo-Hansen and Tom Mollet for boys' soccer and Melissa Bo-Hansen for cheerleading – was made by Gerry Blohm and seconded by Susan McGarrigle. The motion was revised since Tom Mollet and Melissa Bo-Hansen had already been approved as volunteer coaches. A motion to approve the fall volunteer coaches – Bud Zasadil for 8th grade girls' basketball and Erik Bo-Hansen for boys' soccer – was made by Gerry Blohm and seconded by Susan McGarrigle. A roll call vote was taken. Voting aye – Pat Hughes, Gerry Blohm, Kris Germain, Susan McGarrigle, Tom Mollet and Steve Knar. Other volunteers, pending paperwork, will be approved at a future Board meeting.

A motion to approve the employment of Salvatore Errera as a part-time middle school custodian was approved by Susan McGarrigle and seconded by Tom Mollet. A roll call vote was taken.

Voting aye – Gerry Blohm, Kris Germain, Susan McGarrigle, Tom Mollet, Steve Knar and Pat Hughes. Voting nay – none. Motion approved.

A motion to approve the employment of Susan Pettigrew as a 5th grade teacher for 2009-2010 was made by Steve Knar and seconded by Gerry Blohm. A roll call vote was taken. Voting aye – Kris German, Susan McGarrigle, Tom Mollet, Steve Knar, Pat Hughes, and Gerry Blohm. Voting nay – none. Motion approved.

A motion to approve the resignation of Susan Pettigrew as a full-time teacher’s aide was made by Kris Germain and seconded by Tom Mollet. A roll call vote was taken. Voting aye – Susan McGarrigle, Tom Mollet, Steve Knar, Pat Hughes, Gerry Blohm, and Kris Germain. Voting nay – none. Motion approved.

A motion to re-employ Kim Solimini as a full time aide was made by Susan McGarrigle and seconded by Steve Knar. A roll call vote was taken. Voting aye – Tom Mollet, Steve Knar, Pat Hughes, Gerry Blohm, Kris Germain and Susan McGarrigle. Voting nay – none. Motion approved.

Board President Pat Hughes asked if there were any other items and there were none.

ADJOURNMENT

A motion to adjourn the meeting at 9:23 p.m. was made by Steve Knar and seconded by Kris Germain. A voice vote was taken. Voting aye – All ayes. Voting nay – None. Motion approved.

Patrick B. Hughes
President
BOARD OF EDUCATION

Lois M. Bowman
Secretary
BOARD OF EDUCATION