

**BOARD OF EDUCATION
SCHOOL DISTRICT 162
COOK COUNTY
RICHTON PARK, IL 60471
February 21, 2017**

"We take the hopes and dreams of the community and turn them into reality!"

REGULAR SESSION

Convened: 6:31 p.m.

Adjourned: 7:29 p.m.

BOARD MEMBERS PRESENT: Alicia Rodman McCray, President; Ron Bean, Vice President; Kevin Murphy, Secretary; Sandi Gordon; Felix Simpkins; Karen McCray

BOARD MEMBERS ABSENT: Evelyn Green

OTHERS PRESENT: Dr. Blondean Y. Davis, Doug Hamilton, Earnestine Foster, Mark Walczak, Yvonne Williams, Deborah Duskey, Linda Disney, Michael E. Gettings, David Rupert, Latunja O. Williams, Sheloanda Porche-Box, Pat Ransford, Jo Ross, Carl Cogar, Narishea Parham, Lara Reznick, Amanda Godin, Bill Howard, Gail Hartsough, Stephanie Healy, Camilla Covington, Cory Gold, Brenda Calvin, Robert Tomic, Greg Huelsman, Kim McGuire, Sandra Banger, Danta Alexander-Coney, Rhonda McNair, Marsha Newman, Robbin Montein, Debbie Szczecina, Lorrie Clayton, Jessica Washington

MINUTES OF THE MEETING

Mrs. Rodman McCray called the regular session to order at 6:31 p.m. and noted that there was a quorum. She reported that Mrs. Green was excused from the meeting. Mrs. Rodman McCray directed the Board secretary to make a roll call notation.

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DATES TO REMEMBER

Dr. Davis reviewed the "Dates to Remember." She commented that several of the District's schools have scheduled morning and afternoon black history program performances, so Board members have the option to attend two performances in one day.

AUDIENCE TO VISITORS PERTAINING TO AGENDA ITEMS ONLY

Nothing at this time.

CONSENT AGENDA

Dr. Doug Hamilton introduced Danta Alexander-Coney, a new teacher at Sauk School.

Minutes

Regular Session, December 20, 2017

Personnel

Employment

Approve the employment of Danta Alexander-Coney, teacher at Sauk School, effective January 30, 2017.

Approve the employment of Emanuel Laster-Turner, custodian at Huth Middle School, effective January 30, 2017.

Approve the employment of Randy Alexander, custodian at the District Office, effective January 30, 2017.

Approve the employment of Kearon Sharp, custodian at the District Office, effective February 13, 2017.

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Leaves

Approve the medical leave, under FMLA, of Cassandra Gathings, paraprofessional at Sauk School, effective April 27, 2017, through May 26, 2017.

Policy Matters

First reading of the Resolution Authorizing Expense Reimbursement and Related Policies.

Mr. Robert Hall, attorney for the District, addressed the Board regarding the policy. He stated that the purpose of the policy is to provide parameters relative to the travel, meal, and lodging expenses of Board members and District staff and officers. He further stated that the policy will help to ensure that travel-related expenditures are in line with employee responsibilities. Mr. Hall noted that \$4,000 is the maximum allowable amount for reimbursement of travel, meal, and lodging expenses. He said that the District has never had issues with regard to inappropriate travel expenditures, but that other districts have had problems. Mr. Hall stated that the District's policy is in compliance with the requirements of the Illinois School Code.

Dr. Davis commented that \$4,000 is a very generous amount.

Annual Business

Approval of the 2017–2018 Matteson District 162 School Calendar.

Approval of the Matteson District 162 403(b) Plan document.

Approval of the Matteson District 162 457 Plan document.

Mr. Craig Englert, assistant superintendent of business services, addressed the Board regarding the three Annual Business items.

Dr. Davis stated that Rich Township District 227 asked that the surrounding school districts, including District 162, share their calendars in order to avoid scheduling conflicts. Dr. Davis agreed that this sharing of information will be beneficial.

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Mr. Englert discussed the plan documents, which relate to TRS and IMRF, respectively. He noted that TSA is the company that the District hired to update the plan documents. Mr. Englert said that the update will not change employee benefits. He reported that there are 62 District employees participating in one of the plans and 64 participating in the other.

Mr. Bean clarified that both plans are self-funded and are not matching funds.

Mrs. Rodman McCray asked whether the plans offer employees investment advice. Mr. Englert responded that they do not.

Bill Listing – Authorization of the administration to pay the schedule of bills payable and authorize the District Treasurer to sign the checks dated February 21, 2017, in the amount of \$1,238,321.42.

Imprest Fund Reimbursement – Authorization to reimburse the District Imprest Fund in the amount of \$22,138.34.

Financial Statement – The January 2017 Financial Statement is presented for review.

Payroll Vouchers – Authorization for the District Treasurer to sign the payrolls dated March 15, 2017, and March 30, 2017, including all bills for payroll deductions and contributions by the school district.

Gifts and Donations

Nothing at this time.

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The motion carried by a unanimous roll call vote:

<u>YES</u>	<u>NO</u>
Bean	
Murphy	
Gordon	
McCray	
Simpkins	
Rodman McCray	

SUPERINTENDENT'S REPORT

Enrollment

Dr. Davis presented a report comparing District membership by school for January 2017 and February 2017.

Membership: January 13, 2017

School	Total
Arcadia	443
Huth	566
Illinois	370
Indiana	379
Matteson	476*
Richton Square	166*
Sauk	362*
Out-of-District	47
Total	2,809

*Data from PowerSchool

Membership: February 16, 2017

School	Total
Arcadia	446
Huth	566
Illinois	376
Indiana	381
Matteson	469*
Richton Square	188
Sauk	366
Out-of-District	48
Total	2,840

*Data from PowerSchool

Summary of Monthly Enrollment

Schools	9/16/16	10/14/16	11/10/16	12/16/16	1/13/17	2/16/17
Arcadia	434	433	436	439	443	446
Huth	554	557	559	567	566	566
Illinois	367	371	371	370	370	376
Indiana	363	368	372	374	379	381
Matteson	333	334	344	347	476*	469*
Richton Square	256	264	265	270	166*	188
Sauk	366	359	359	362	362*	366
Out-of-District	43	44	46	47	47	48
SD 162 Total	2,716	2,730	2,752	2,776	2,809	2,840

Changes in Membership from January 13, 2017 to February 16, 2017

Schools	1/13/17	2/16/17	+/-	Explanation
Arcadia	443	446	+3	Lost one student in kindergarten; gained one student each in 1st grade and 2nd grade and two students in 3rd grade
Huth	566	566	0	Lost one student in 7th grade; gained one student in 8th grade
Illinois	370	376	+6	Lost one student in 7th grade; gained one student each in 3rd grade, 4th grade, and 5th grade and gained two students each in 6th grade and 8th grade
Indiana	379	381	+2	Lost one student in 5th grade; gained one student in 6th grade and gained two students in 4th grade
Matteson	476*	469*	-7	Lost eight students in kindergarten and lost one student in 2nd grade; gained two students in 3rd grade
Richton Square	166*	188	+22	Gained 22 students (expansion of program)
Sauk	362*	366	+4	Gained one student each in 4th grade and 6th grade and gained two students in 5th grade
Out-of-District	47	48	+1	Gained one student in 6th grade
SD 162 Total	2,809	2,840	+31	

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Dr. Davis stated that the District's enrollment increased in line with projections. She noted that the south suburbs have stabilized. She said that congressional redistricting is coming due to shifts in enrollment. Dr. Davis commented that Richton Square School's enrollment numbers are up 22 students due to the new preschool program.

Mrs. Patricia Ransford, principal of Arcadia School, addressed the Board regarding the transition of District students from third grade to fourth grade. She reported that she has had an opportunity to visit District schools and has found that parents are enthusiastic about the quality of instruction and the educational foundation their students are receiving in the District. Mrs. Ransford said that she visited Arcadia School alumni who are now students at Indiana School, and found the students to be thriving and "blossoming." She reported that she sees mastery happening with these students.

Mrs. Baig, an Arcadia School and Indiana School parent, addressed the Board and Dr. Davis. She stated that she has two daughters in the District. She spoke glowingly of Mrs. Ransford, calling her "the best principal in the whole world." She also commented that Dr. Camilla Covington, principal of Indiana School, makes students and parents feel comfortable and special. She noted that Dr. Covington texts her students' parents when there are issues. Mrs. Baig said that Arcadia School gives students a strong foundation, and Indiana School strengthens that foundation. She expressed her gratitude to Dr. Davis and the Board for bringing "angels" like Mrs. Ransford and Dr. Covington into the lives of District students.

Spelling Bee

Dr. Davis announced that Kevin Carter, the 8th grader at Huth Middle School who won the District's spelling bee, is representing the District at the regional spelling bee competition. She remarked that while she was not able to attend because the competition was scheduled at the same time as the Board meeting, Kevin's family, Mr. Robert Tomic, principal of Huth Middle School, and other District staff members accompanied Kevin to the competition.

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Grants

Dr. Davis presented a summary of the grants that District teachers have received from the Olympia Fields Education Commission:

School	Recipient	Award
Arcadia	Mrs. Ruder & Ms. Torrance	\$857.93
Matteson	Mrs. VanSlyke	\$645.00
Matteson (moved from Richton Square)	Mrs. Sharpe	\$924.00
Illinois	Mrs. Rollins & Mrs. Daniels	\$814.65
Indiana	Mrs. Godin	\$960.00
Huth	Mrs. Dubose	\$999.90
Sauk	Mrs. Torres & Mrs. Delby	\$977.04
Grand Total		\$6,178.52

Dr. Davis thanked the Olympia Fields Education Commission for the grants. Dr. Davis also reported on the status of the District's Illinois State Board of Education (ISBE) grants. She stated that the District submitted grants to ISBE on Tuesday, February 14, 2017. She anticipates that the award announcements will be made in the spring—probably within six to eight weeks—given the time required for peer review and scoring.

Math & Science Program–ISBE Grant Application

This program is intended to improve academic achievement of students in the areas of mathematics and science by increasing teacher content skills and best practices.

Matteson School District 162 would partner with the math and science departments at Governors State University and the Regional Office of Education to provide in-depth professional development within the content areas of math and science. This work includes pairing a cohort of 30 K–8 teachers with mathematicians, scientists, instructional leaders, and/or engineers in order to increase instructional capacity and deepen content knowledge in science, technology, engineering, and mathematics.

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The goals of the grant would be to:

- Develop teacher instructional strategies to improve student outcomes;
- Create cross-content units aligned to the Common Core Math Standards and Next Generation Science Standards;
- Provide cross-grade level discussions in math and science best practices;
- Develop teachers' knowledge of assessment and increase their ability to monitor student academic growth.

This grant would be up to \$250,000 per year for 24 months (2 years).

Charter School Dissemination Grant Application

The Student Achievement and Educational Innovation sub-grant is intended to disseminate best practices from charter schools that have successfully implemented innovative education practices, attained high student achievement, or narrowed achievement gaps between demographics relative to the state as a whole.

DePaul University and Southland College Prep Charter High School would partner with Matteson District 162 to share best practices in English Language Arts and writing methods and practices that have resulted in high student achievement.

The goals of the grant would be to:

- Provide in-depth professional development with the use of writing templates and tools that are grade level specific;
- Develop an articulated writing manual for grades 3–12;
- Improve the quality of student writing samples as measured by criterion-referenced assessments;
- Share all dissemination practices or methods with other charter schools, charter development teams, and local education agencies.

This grant would be up to \$150,000 for a maximum of 24 months (2 years).

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Additionally, Dr. Davis mentioned that the District is reapplying for two early childhood grants. She commented that the District's chances are good for getting these grants renewed.

Outstanding State Categorical Payments

Mr. Craig Englert addressed the Board regarding categorical payments owed to the District by the state. He noted that the following payments are still due to the District:

Month	Outstanding Payment
June 2016	\$242,043
September 2016	\$722,474
December 2016	\$780,524
January 2017	\$187,119
Total owed by State of Illinois	\$1,932,160

Mr. Englert reported that the District received \$703,000 from the state in December. He said that there has been some discussion in the state legislature regarding borrowing to get payments to school districts under control and on track.

Mr. Bean inquired about the budget item related to District payments made to BMO Harris for electrical service. Mr. Englert clarified that the District reimbursed BMO Harris for advancing the payment of outstanding electrical service bills for Huth Middle School and Matteson School, on behalf of the District.

LEGISLATION

Nothing at this time.

NEW BUSINESS

The Board will consider approval of a contract with Suburban Landscaping, the lowest responsible bidder for Landscaping Maintenance Services for all Matteson District 162 properties.

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Mrs. Gordon moved, seconded by Mr. Murphy, to approve the contract with Suburban Landscaping, the lowest responsible bidder for Landscaping Maintenance Services for all Matteson District 162 properties.

Mr. Craig Englert addressed the Board regarding the landscaping bid. He stated that Suburban Landscaping provides services to many area schools and businesses. He noted that the firm is highly recommended by its clients.

Mrs. Rodman McCray commented that Suburban Landscaping is known for using native plants.

The motion carried by a unanimous roll call vote:

YES

NO

Bean

Murphy

Gordon

McCray

Simpkins

Rodman McCray

The Board will consider approval of the suspension, without pay, of Robert Schleicher, teacher at Illinois School.

Mr. Bean moved, seconded by Mrs. Gordon, to approve the suspension, without pay, of teacher Robert Schleicher, for 30 days.

Mr. Bean stated that Mr. Schleicher already has been issued a Notice of Remedy and was suspended for 10 days, without pay, due to inappropriate comments that he made to students in his classroom at Illinois School. Mr. Bean further stated that Mr. Schleicher's continued misconduct in the classroom and failure to adhere to the performance plan outlined in the Notice of Remedy are the basis of the unpaid suspension currently under the Board's consideration. He noted that the Board has established a progressive discipline process but

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Mr. Schleicher's performance has not improved. Mr. Bean remarked that he understands the value of progressive discipline, however, he believes that a 30-day unpaid suspension is the appropriate measure of discipline at this juncture. He commented that if Mr. Schleicher is non-compliant with the performance objectives and engages in misconduct in the future, the Board will terminate him.

Dr. Davis stated that she has issued several verbal and written warnings to Mr. Schleicher. Dr. Davis further stated that she has received many complaints about Mr. Schleicher's inappropriate comments to students in the classroom, including discussions about death and dying. She mentioned that Mr. Schleicher also made a comment that "only three percent of the students in the class were going to be successful and that the remainder should consider dropping out of school." Dr. Davis noted that she is concerned about Mr. Schleicher's tone and attitude. She said that small children should be spoken to in a respectful manner. She reported that parents are requesting that their children be transferred from Mr. Schleicher's classroom. Dr. Davis said that a teacher aide will be assigned to Mr. Schleicher's classroom when he returns from his suspension.

Mr. Simpkins commented that teachers cannot discourage children and plant seeds of despair in their minds. He described Mr. Schleicher as a "joy killer." Mr. Simpkins agreed that while the District must adhere to a progressive discipline program, it cannot allow teachers to speak to students disrespectfully. Mr. Simpkins stated that as a former District 162 parent, he would not have tolerated his children being treated in this manner. He noted that "our job is to educate, not deflate" and that inappropriate actions directed toward young children have a negative psychological impact on students. Mr. Simpkins stated that such actions are a barrier to students' achievement of their full potential.

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The motion carried by a unanimous roll call vote:

YES

NO

Bean

Murphy

Gordon

McCray

Simpkins

Rodman McCray

OLD BUSINESS

Nothing at this time.

BOARD MEMBER ISSUES/REPORTS

Mrs. McCray commented on the mini-grants that the Olympia Fields Education Commission awarded to several District staff members. She encouraged District staff to continue to write grants. Mrs. McCray also commented on the Rotary and its student-oriented programming—Early Act (elementary school) and Interact (high school) leadership camps. She also reported that Rotary scholarships valued at \$1,000 became available this week. Mrs. McCray spoke about the exchange program between Illinois School students and students in Ecuador. She said that the exchange program will be conducted via technology. She explained that the students will also create and exchange boxes containing items that highlight their respective cultures. Mrs. McCray thanked Dr. Davis and Mrs. Linda Disney, assistant special education director, for their assistance in providing personal hygiene kits to needy District families.

AUDIENCE TO VISITORS

Nothing at this time.

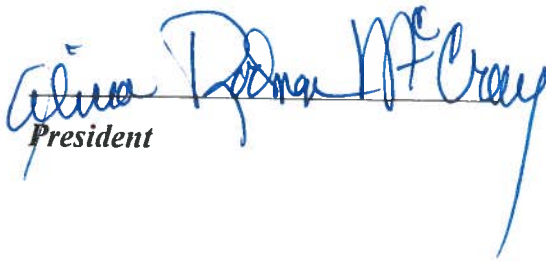
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ADJOURNMENT

Mrs. Rodman McCray adjourned the meeting at 7:29 p.m.


Alina Rodman McCray
President


Krista Dwyer
Secretary