

**MINUTES OF REGULAR MEETING  
OF  
BOARD OF EDUCATION, SCHOOL DISTRICT NO. 172  
ADAMS COUNTY, ILLINOIS  
HELD ON DECEMBER 16, 2015 – 6:00 P.M.**

**Meeting Convened**

The Board of Education of School District No. 172, Adams County, Illinois, met in regular session on December 16, 2015, at 6:00 p.m. in the cafeteria at Monroe School, 3211 Payson Street, Quincy, Illinois, in said school district.

**Roll Call**

The meeting was called to order by President Ali, who directed the secretary to call the roll. On the call of the roll, the following members were present and answered to their names: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member was absent: None. Whereupon the President declared a quorum was present.

**Moment of Silence**

The President declared a moment of silence and reflection.

**Pledge of Allegiance**

The Pledge of Allegiance was led by the Monroe School Brownie Troop.

**Focus on Students – Good Things Going On!**

1. **Monroe Third Grade Performance.** Christmas songs were performed by Monroe School third graders led by music teacher Jean Murray.
2. **PTA Report.** PTA treasurer Jill Butterfield reported on PTA activities at Monroe School including food collection for the Salvation Army and collecting for Toys for Tots with Gem City Ford. The PTA held several fundraisers, purchased t-shirts for students and provided a holiday luncheon for staff.
3. **QHS Soccer Team Recognition.** The Board recognized the QHS Soccer team, Coach Matt Longo and assistant coaches Eric Stratman, Chad Struck, Travis Dinkheller, and Michael Weese for the second place finish at the State tournament. Athletic Director Bill Sanders said the team did a great job and had the best finish in school history. The large trophy the team received was displayed.
4. **Public Information Report.** Raquel Piazza, Public Information Officer, reported that Quincy Conference 2.0 will be held on January 4, 2016 offering Professional Development sessions for Quincy and area educators. At Early Childhood Center, Donuts for Dads was held, toys distributed by Santa, and coins collected for the Quincy Human Society. A career fair was held at Quincy Junior High with nine occupations featured. The Career Fair was part of four lessons on preparing resumes and future career choices.

**Questions and Comments**

President Ali opened the meeting to questions and comments to members of the Board, by members of the public and employees of the district, in compliance with state statutes.

Jeff Kerkhoff commented on teaching about the Federalist Papers and distributed a handout on AP US history courses.

### **Announcement by President**

The President announced that all members of the Board of Education were in receipt from the Board Secretary, Phyllis Stewart, of a copy of 'Notification of Sale of General Obligation Bonds, Series 2015 (Doc. Reg. No. 2818).

### **Consent Agenda**

*It was moved by Member McNay and seconded by Member Rose to approve the following items on the Consent Agenda:*

- a. Treasurer's Report – November 2015*
- b. Board Minutes – November 18 and December 9, 2015*
- c. Freedom of Information Request Log November 13, 2015 through December 11, 2015 (For Information Only)*

On the call of the roll, the following members voted Aye: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried.

### **Reports of the Superintendent**

- 1. State of Our Schools.** Interim Superintendent Cal Lee has served as the district's superintendent for first semester. He also served as interim three years ago. He reported on the State of our Schools, sharing his observations, facts, figures and recommendations for the district. Quincy Public Schools is the second largest employer in Adams County employing 1,100 full and part time employees. Expenditures in all funds is \$77,677,961 per year. Instructional expenditure per pupil is \$5,586, \$1,833 less than the State average of \$7,419. Free and reduced lunch percentages have increased from 50.6% in 2011 to 61.4% currently. State average is 54.2%. Quincy lags behind the state average in teacher salaries. State average in 2014 was \$62,435 and Quincy's was \$44,812. The State average administrative salary in 2014 was \$101,096 while Quincy was at \$83,600.

The three questions Dr. Lee always asks principals: Are your students learning? How do you know? What are you doing about it? Are students learning—He provided summaries of student performance through the ISAT, MAP, and PARCC assessments. Results indicate that Quincy is slightly behind the State. However, students are showing some growth in MAP assessments given fall, winter and spring over the past two years. What are we doing about it—District leaders are identifying areas for improvement by reviewing data from the assessments. Student interventions are being identified and implemented, Staff development is being aligned to identified goals, and technologies are being implemented to provide greater access to resources and instructional opportunities. Dr. Lee cited some of the initiatives in place to increase student learning: Rising Start Continuous Improvement Team, Instructional Rounds, Digital Conversion for Technology and Learning (3-year plan), Professional Learning Communities, and Quincy Conference 2.0. Curriculum groups have been formed for Math (DMLT), English/LA (DLLT), Science (NGSS), PERA Joint Committee and Standards Aligned Grading Practices. He cited some of the challenges moving forward: increasing poverty, transitioning to K-5, 6-8, 9-12, acquiring sites and staffing five new elementary schools, renovation of QHS to welcome 9th graders, and redistricting.

Recommendations from Dr. Lee include that the Board needs to develop and implement a Strategic Plan and ensure that decisions are supported by data and made in the context of how to affect

student achievement. He said staff should be expected to grow professionally and be provided the opportunities to do so. He reviewed the Board's goals in Student Achievement, Human Resources, Community, Facilities/Infrastructure and Finances.

Dr. Lee said: "It has been said—One can tell what a district values by where it spends its money. As we move forward with building projects and transition activities, let us be reminded of the purpose of schools and stay focused on providing the highest quality, most relevant and effective resources and experiences available for our students. So that when they stick their necks out, they'll do so knowing that they have the knowledge, skills and confidence they will need to be successful. The people and processes are in place to make special things happen for the children and families of the Quincy School District #172." He thanked QPS for letting him be a part of it.

President Ali thanked Cal for his leadership during this window of time which was crucial as the district heads forward with Superintendent Webb. He said Cal was visible and he showed he cared about this district. Cal said he will always have a special place in his heart for Quincy!

2. **Board of Education Goals.** The Board developed 16 goals at an inservice held in August with Larry Dirks of IASB. Member Rose collected and calculated Board members results for prioritizing the goals (Doc. Reg. No. 2821).
3. **Human Resources Website.** Member Nichols asked staff to look at the Human Resources link on the website. Staff members who have spent money for classroom supplies can sign up for gift cards. The requests should be submitted to Julie Ross, QPS Foundation Executive Director. The Human Resources site features special education this month and an article is dedicated to two area special education teachers who died in a car wreck in 1999.
4. **Construction Update.**

**QHS Project** – Chad White, senior project manager, reported that steel erection is underway in the tornado shelter area and is complete at Buildings E & C. The additions at E & C remain ahead of schedule. Interior renovations in Building B are underway and are also ahead of schedule. Metal stud framing will begin shortly in Building B, C & E. Mechanical, plumbing, fire sprinkler and electrical rough in will follow.

**Monroe Site** – Eric Barnes, Klingner & Associates, reported on the groundbreaking at the Monroe site. The video of the ceremony was shown which included staff, students and community members. The video is posted on the district's website.

**ADM Site** – Todd More, Architecnics, introduced the design team for the ADM site. Nathen Leach presented a cost estimate and construction schedule. He said the building plan will be modified slightly from the Monroe plan in order to fit the site. Discussions have begun with the city to comply with municipality requirements.

**Change in Meeting Location.** It was announced that the January 20, 2016 Board of Education meeting will be held at the Board of Education Office, 1416 Maine. The meeting was previously scheduled for Washington School.

### **Building Committee**

The Building Committee report was presented by Chairperson McNay. The committee heard an update on the QHS addition and the new elementary schools at the Monroe and ADM sites. Information on the Qualified School Construction Grant was presented. If received, the bonds could mean a huge savings in interest for the District. It was clarified that this would not increase the building project budget. Total for

the project remains \$89 million as approved by the voters.

### **Curriculum Committee**

The Curriculum Committee report was presented by Chairperson Bailey. The committee received information about curriculum proposals for Quincy Senior High (QHS), Quincy Area Vocational Technical School (QAVTC) and the Adams County Regional Safe Schools (ACRSS) for the 2016-2017 school year. The proposal includes Project Lead the Way pathway in computer science, agricultural science at QAVTC—five-course sequence, additional QHS courses in entrepreneurship, government, journalism and art, and Regional Safe Schools Cooperative Education Program for ACRSS.

### **Curriculum Proposals**

*It was recommended by the Curriculum Committee and moved by Member Bailey to approve the curriculum proposals as presented (Doc. Reg. No. 2822).* On the call of the roll, the following members voted Aye: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried.

### **Finance Committee**

The Finance Committee report was presented by Chairperson McNay. The committee reviewed the check register and Junior/Senior High Activity Fund. Information was presented on applying for Qualified School Construction Bonds. The maximum to be awarded is \$50,000,000 in interest-free bonds and the application is due January 15.

### **Check Register/Jr & Sr High Activity Fund**

*It was moved by Member Troup and seconded by Member Whitfield to approve the Check Register dated December 11, 2015 and the junior/senior high activity funds.* On the call of the roll, the following members voted Aye: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried.

### **Policy Committee**

The Policy Committee did not meet in November.

### **Discipline Committee**

The Discipline Committee met November 30. A final draft of the “Who to Call” flowcharts and resource sheets for parents were reviewed by the committee. School Wide Information System (SWIS) data was presented to the committee.

### **Reports of Representatives of the Board**

**Illinois Association of School Boards Chicago Conference.** President Ali reported on the annual school board conference held in November. All the Board members attended and split up the sessions. Notes from the conference sessions will be shared with all members.

### **Risk Management Program**

*It was moved by Member Troup and seconded by Member McNay to approve the Resolution Regarding the Risk Management Program (Doc. Reg. No. 2819).* On the call of the roll, the following members voted Aye: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried.

### **Tax Levy 2015**

*It was moved by Member McNay and seconded by Member Whitfield to approve the Resolution to Establish the 2015 Levy. (Doc. Reg. No. 2814).* On the call of the roll, the following members voted Aye: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried. There were no changes from the tentative tax levy presented last month.

### **ISBE Qualified School Construction Bond**

*It was moved by Member Troup and seconded by Member Nichols to approve submission of the Application for Qualified School Construction Bond Designation (Doc. Reg. No. 2820).* On the call of the roll, the following members voted Aye: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried.

### **Executive Session**

*At 8:25 p.m., it was moved by Member Troup and seconded by Member Rose that the Board suspend the rules and go into executive session to discuss a)the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the School District, b)collective negotiating matters between the School District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees, g)student disciplinary cases, and i)pending, probable or imminent litigation.* On the call of the roll, the following members voted Aye: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried.

### **Resumption of Rules**

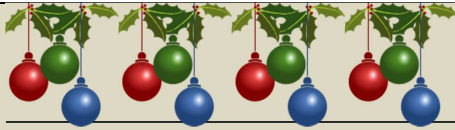
*At 9:15 p.m., it was moved by Member McNay and seconded by Member Rose to resume the conduct of the regular meeting under rules.* On the call of the roll, the following members voted Aye: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried.

### **Student Discipline**

*It was moved by Member Troup and seconded by Member Rose to adopt the recommendation made in executive session regarding student discipline for two junior high school students, one senior high student, and one ACRSS student.* On the call of the roll, the following members voted Aye: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried.

### **Personnel Addendum**

*It was moved by Member Rose and seconded by Member McNay to approve the Revised Personnel Addendum as Amended.* On the call of the roll, the following members voted Aye: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried.



**\*REVISED PERSONNEL ADDENDUM *as amended***

Quincy Board of Education

December 16, 2015

**PERSONNEL CODES**

\$\$ - New operating Fund Position (increase in FTE)  
 B - Paid for by Booster Clubs  
 C - Change in classification or position  
 O - Other  
 P - New Project Fund position  
 PR - Replacement for Project Fund position  
 R - Replacement for vacant Operating Fund Position  
 S - Summer School

**CERTIFIED**

**APPOINTMENTS/CHANGE OF ASSIGNMENT**

1	R	COREY WINKING – MATH TEAM CO-SPONSOR QHS. STIPEND \$893.32. 11/25/15
2	R	STEPHANIE YUCHS – PBIS INTERNAL COACH QJHS. PRO-RATED STIPEND \$969.93 11/18/15
3	P	MARIA MAST – TITLE 1 TUTOR BLESSED SACRAMENT 4 HRS/WK 11/30/15 (PREVIOUS ST. PETERS)
4	P	JUSTIN SIEVERT – 21 <sup>ST</sup> CCLC AFTERSCHOOL RADIO CLUB SPONSOR QHS. STIPEND \$931.82

**LEAVES OF ABSENCE**

5		SHELIA SARTIN – CONS/FAM SCI QHS. LEAVE FMLA 11/25/15 THROUGH APPROX 12/2/12 PLUS 12/16 – 12/18/15
6		BRIAN ARMSTRONG – DIESEL EQUIP QAVTC. PATERNITY LEAVE 12/7/15 THROUGH 12/18/15
7		LISA WIEGAND – INTERVENTION ADAMS. LEAVE FMLA 11/18/15 THROUGH APPROX 12/8/15
8		BRENDA VANDAMENT-1 <sup>ST</sup> GRD WASH. LEAVE FMLA 11/24/15 - 12/4/15 HALF DAY RESTRICTION UNTIL 12/17/15
9		DAVE BELLIS – CONSTRUCTION QAVTC LEAVE FMLA 11/9/15 THROUGH 12/6/15
10		DENISE HEBERLEIN – ENGLISH LA QJHS. LEAVE FMLA 12/14/15 THROUGH APPROX 1/22/16
11		ERICA NICHOLS – 4 <sup>TH</sup> GRADE BALDWIN S. LEAVE FMLA APPROX 4/18/16 THROUGH 5/27/16
12	*	KRISTIN HAMBY – SPEC ED ADAMS. LEAVE FMLA 1/5/16 THROUGH APPROX 1/13/16.

**EDUCATIONAL SUPPORT**

**APPOINTMENTS/CHANGE IN ASSIGNMENT**

13	R	REBECCA PROSKE – COOK BALDWIN. 5.5 HRS/DAY. NO CHANGE IN HRLY RATE PREV 5 HRS/DAY 12/7/15
14	R	THERESA OWENS – KITCHEN HELPER WASHINGTON (173 DAYS) 3 HRS/DAY STEP 0 \$8.90/HR 12/14/15
15	R	ANTHONY WIEWEL – PARA BALDWIN S. LEV C STEP 0 \$11.03/HR 111 DAYS \$8,570.31. 11/30/15
16	R	DANIELLE ECKELS – HEAD START TEACHER ECFC. BA STEP 0 \$11,675.52 (PRORATED 96 DAYS) 1/4/16
17	R	CHRIS HOENER-CAFE MONITOR BALDWIN. (173 DAYS) 2.5 HRS/DAY STEP 0 \$8.90/HR.11/30/15 ALSO TRANS EMP
18	R	ADAM MCCOY – PARA BALDWIN N. LEV C STEP 0 \$11.03/HR (PRORATED 116 DAYS) \$8,956.36. 11/19/15
19	\$\$	JENNA VALEU – PARA MONROE. LEV C STEP 0 \$11.03/HR (PRORATED 116 DAYS) \$8,956.36
20	R	AMANDA LEWIS – ISS QHS. SCH SUPP LEV C STEP 0 \$11.23/HR 8 HRS/DAY (PRORATED 116 DAYS) \$10,421.44 11/19/15
21	R	JOSEPH SISTKO – KITCHEN HELPER QHS (173 DAYS) 3 HRS/DAY STEP 0 \$8.90 HR. 1/5/15 (ALSO BUS DRIVER)
22	R*	CATHY SPRAGUE – KITCHEN HELPER ECFC (173 DAYS) 3.5 HRS/DAY STEP 0 \$8.90/HR 1/5/15
23	R*	CATHERINE PIERCEALL – COOK QHS (173 DAYS) 5.5 HRS/DAY NO CHANGE IN HRLY RATE. PREV. 5 HRS/DAY
24	R*	CARRIE DUSCH-ADM ASST QAVTC (260 DAYS) \$17.98/HR 8 HRS/DAY PRORATED 123 DAYS \$18,640.03 1/11/16 PREVIOUS SECY I SECURITY

<b>LEAVES OF ABSENCE</b>		
25		SHELLY SALISBURY – SECY QHS. LEAVE FMLA 12/16/15 THROUGH APPROX 12/30/15
26		NICOLLE GERHARDT – PARA BALDWIN N. MAT LEAVE FMLA 12 WKS APPROX 3/4/16 THROUGH 5/27/16
27		MARY MURPHY – COOK QJHS. LEAVE FMLA 10/2/15 THROUGH APPROX 10/20/15
28		CHERYL FRANK – PARA ADAMS. MEDICAL LEAVE 12/7/15 THROUGH APPROX. 12/11/15
<b>RESIGNATIONS</b>		
29		BRITTANY SMITH – PARA ECFC. 11/30/15
30		ROSE BEHRENS – COOK MADISON. ALSO RESIGNED AS CROSSING GUARD SUB. 11/25/15
31		CINDY ANGELL – SECURITY GUARD. 12/10/15 PREVIOUSLY ON LEAVE
32		MELISSA CASADY – PARA MONROE. 11/19/14
<b>RETIREMENT</b>		
33	*	JOHN DERHAKE – BUILDING SUPERVISOR QHS. 4/28/15
<b>TRANSPORTATION APPOINTMENTS/RESIGNATIONS/LEAVE</b>		
34		KEETHA COBB – AM-PM NON-UNION BUS RIDER ROUTE 5 HRS/DAY 4 DAYS/WK 11/23/15
35		TONY SPILKER – RESIGNED AM-PM IFT DRIVING ROUTE. 11/30/15
36		ELISHA WAGNER – RESIGNED AM-PM IFT DRIVING ROUTE. ALSO RESIGNED MD BUS RIDER RT 11/30/15
37	*	JOHN FRISBIE – MIDDAY EARLY CHILDHOOD BUS RIDER NON-UNION. 1.5 HRS/DAY 4 DAYS/WK.ADD TO 20 HRS. TOTAL 26 HRS EMPLOYEE 12/14/154
38	*	VICKI CHANDLER – TRANSPORTATION. LEAVE FMLA 12/21/15 THROUGH APPROX 1/11/16
<b>AMENDMENT – ADMINISTRATIVE CONTRACT EXTENSIONS</b>		
39		DAVE BOSTER – HUMAN RESOURCES DIRECTOR. THROUGH 6/30/17
40		DAN SPARROW – PRINCIPAL QJHS. THROUGH 6/30/17
41		JOEL MURPHY – BUSINESS MANAGER. THROUGH 6/30/19
42		CAROL FRERICKS – SECONDARY CURRICULUM DIRECTOR. THROUGH 6/30/19
43		JULIE STRATMAN – ELEMENTARY CURRICULUM DIRECTOR. THROUGH 6/30/19
44		MARK PFLEIGER – QAVTC DIRECTOR. THROUGH 6/30/19

### **Request from Parent**

A parent addressed the Board regarding his ban for one year from district athletic events pursuant to District policy. He waived his right to hearing and asked to address the Board. He apologized for his behavior that led to the ban. This will added to the Board agenda for action at the January meeting.

### **Adjournment**

*At 9:30 p.m., it was moved by Member McNay and seconded by Member Rose that the regular meeting adjourn.* On the call of the roll, the following members voted Aye: Members Ali, Bailey, McNay, Nichols, Rose, Troup and Whitfield; and the following member voted Nay: None. Whereupon the President declared the motion carried and the regular meeting was duly adjourned.

Sayed Ali  
President

Phyllis Stewart  
Secretary