

SPECIAL EDUCATION DISTRICT OF LAKE COUNTY
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Minutes

SEDOL EXECUTIVE BOARD

Special Meeting

September 11, 2019

CALL TO ORDER

The special meeting of the SEDOL Executive Board was called to order by Vice President Odie Pahl at 8:30 a.m. on Wednesday, September 11, 2019, at the SEDOL administrative offices in Gages Lake, Illinois.

ROLL CALL

Board Members Present

Dr. Lonny Lemon, Superintendent, Oak Grove District #68
Dr. Jason Lind, Superintendent, Millburn District #24
Mrs. Carey McHugh, Governing Board Member, Wauconda Unit District #118
Mrs. Joanne Osmond, Governing Board Member, Lake Villa District #41
Mrs. Odie Pahl, Governing Board Member, Gurnee District #56
Hon. Roycealee Wood, Superintendent, Lake County Regional Office of Education

Board Members Absent

Dr. Stephen Mack, Governing Board Member, Community Cons. District #46
Dr. Christy Sefcik, Superintendent, Grant High School District #124

Staff Members Present

Mrs. Valerie Donnan, Superintendent
Dr. Peggy Lynch, Assistant Superintendent for Human Resources
Ms. Barbara Watson, Assistant Superintendent of Business, CSBO
Mrs. Laura Wojcik, Assistant Superintendent of Instruction, Curriculum and Assessment
Ms. Doris Marcinkus, Recording Secretary
Ms. Rebecca Slye, President, SEDOL Teachers' Union
Mrs. Julie Wilt, President, SEDOL Support Staff Association

Staff Members Absent

None

PLEDGE OF ALLEGIANCE

Vice President Pahl asked everyone to stand and join her in the pledge of allegiance.

ACCEPTANCE OF AGENDA

Motion to Accept/Amend the Agenda

Motion by Mrs. Carey McHugh, second by Dr. Lonny Lemon, to accept the agenda with addendum as presented.

VOICE VOTE: Ayes, all. Nays, none. MOTION CARRIED.

NEW BUSINESS

Update Regarding Current Staffing Across the District

Mrs. Donnan used a PowerPoint to present an update on current staffing needs across the district. She noted that John Powers Center and Transition are at 100%. Cyd Lash Academy and ELP are at 95%. Sector programs are at 91%, LASSO-3 and South School are at 86%, and Gages Lake School is at 71%. Vacancies are tracked every day. On September 9, there were 124 openings district wide, which is 19%, and on September 10, there were 108 openings, which is 17% overall. At 6:30 every morning, Administration looks at vacancies district wide and tries to make sure there is coverage based on student need.

Looking at Gages Lake School staff to student ratios, in 2017 there was 1 staff member for every 1.6 students, and in 2018 there was 1 staff member for every 1.63 students. This year Gages Lake School is budgeted to have 1 staff member for every 1.5 students; however, currently there is 1 staff member for every 2 students. This is a big difference when you consider these are young students who are very active and need a variety of supports.

The vacancies at Gages Lake School truly make a difference, as it impacts our ability to provide programmatic specialized support. We are able to meet IEP minutes, but when it comes to overall programming, there is a definite impact. There has been a significant increase this school year for outside interventions such as students being hospitalized and out-of-school suspensions. These students are violently going after staff, and they have no regard for whether you are male or female, what authority you are, or if you are wearing a gun. There are not enough subs to provide coverage, so we have shifted up to 12 administrators to that building every day, and those administrators are doing their regular duties after hours. Other impacts include cancelling professional development due to lack of subs and loss of accessibility to behavior specialists as they are being used to cover vacancies.

Other steps Administration has taken include: increased use of contractual staff, shifting administrators to cover vacancies at various sites, personal contact with subs, implementing special pay rate to attract subs, making the need for staff the focus of the SEDOL website, and requesting additional support from the Mundelein Police Department for South School and the Lake County Sheriff's Department for Gages Lake School.

In addition, Administration has collapsed classes where possible while still meeting student needs, placements are being reviewed by principals prior to meetings, IEP meetings are being scheduled on the same day to make it easier to find subs, and staff are being held to providing 30-day notice when they decide to resign.

In terms of recruiting, Administration hosted a job fair and has increased advertising with recruitment websites and contractual agencies. We have also notified member districts of our needs, but many of them are in the same situation in terms of subs and paraprofessionals. The HR Department has started to do screening interviews, which speeds up the process. Administration is also exploring the option of non-instructional paraprofessionals, and we have started to reoffer the ETS test to be ready to go when the legislation is changed. In both the STU and SSSA contracts, there are recruitment incentives for staff who recommend someone for employment.

Other ideas that have been discussed are random attendance of students, a shortened day of attendance so there are two shifts each day, freezing enrollment for certain buildings/programs, and reviewing student data and individual student needs to determine if an alternate placement is needed.

Administration reported the following professional vacancies across the district.

- 1 Anticipated Assistant Director of Curriculum and Assessment
- 2 Assistant Principals (Gages Lake School and Laremont School)
- 1 Anticipated Assistant Principal (Gages Lake School)
- 1 School Psychologist (Various Locations)
- 5 School Social Workers (Gages Lake School)
- 1 Certified School Nurse (TBD)
- 1 Special Needs School Nurse (Woodland)
- 1 Office Intervention Teacher (South School)
- 1 ED/BD Teacher (Gages Lake School)
- 1 EC Teacher part time (Diamond Lake School)
- 1 LASSO-2 EC Teacher (Millburn Elementary)
- 1 SAB Teacher (Gages Lake School)

PUBLIC COMMENT

There was no public comment.

EXECUTIVE BOARD MEMBER COMMENT

There were no comments from Executive Board members.

CLOSED SESSION

Motion to Enter into Closed Session

At 8:55 a.m., Dr. Lonny Lemon moved, second by Dr. Jason Lind, for the Board to enter into closed session to discuss the following:

- The appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity, collective bargaining matters.

- Collective bargaining matters, collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.
- Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property.
- The placement of individual students in special education programs and other matters relating to individual students.

ROLL CALL VOTE: Ayes: Dr. Lonny Lemon Mrs. Joanne Osmond
 Dr. Jason Lind Mrs. Odie Pahl
 Mrs. Carey McHugh Mrs. Roycealee Wood

 Nays: None

 Absent: Dr. Stephen Mack Dr. Christy Sefcik

MOTION CARRIED.

Motion to Return to Public Session

At 9:32 a.m., Mrs. Carey McHugh moved, second by Dr. Lonny Lemon, for the Board to return to public session.

VOICE VOTE: Ayes, all. Nays, none. MOTION CARRIED.

While in closed session, the Board discussed the discipline and/or dismissal of specific employees, collective bargaining matters, safety and security issues resulting from staff vacancies, and placement of students in special education programs.

OTHER BUSINESS

Request to Increase Sub Pay

Motion to Approve Request to Increase Sub Pay

Motion by Mrs. Joanne Osmond, second by Dr. Jason Lind, to approve the request to increase the daily sub rate by \$20.00 per day in addition to the base rate through October 24, 2019 and add a daily bonus for external substitutes across the district an additional \$50.00 per full day until September 30, 2019.

ROLL CALL VOTE: Ayes: Dr. Lonny Lemon Mrs. Joanne Osmond
 Dr. Jason Lind Mrs. Odie Pahl
 Mrs. Carey McHugh Mrs. Roycealee Wood

 Nays: None

 Absent: Dr. Stephen Mack Dr. Christy Sefcik

MOTION CARRIED.

Request to Freeze Student Enrollment

Motion to Approve Request to Freeze Enrollment

Mrs. Joanne Osmond moved, second by Mrs. Carey McHugh, to approve the request to place a temporary freeze on student enrollment within programs at Gages Lake and South Schools and the LASSO-3 Program at Laremont School until staffing is filled at 90% across the district.

ROLL CALL VOTE: Ayes: Dr. Lonny Lemon Mrs. Joanne Osmond
 Dr. Jason Lind Mrs. Odie Pahl
 Mrs. Carey McHugh Mrs. Roycealee Wood

 Nays: None

 Absent: Dr. Stephen Mack Dr. Christy Sefcik

MOTION CARRIED.

Request to Hire Temporary Administrators

Mrs. Donnan explained this item would be tabled until the September 19 meeting, at which time the Executive Board will be presented with detailed information about the temporary administrators to be hired.

Adjournment

Motion to Adjourn

At 9:35 a.m., Mrs. Carey McHugh moved, second by Dr. Lonny Lemon, to adjourn the meeting.

VOICE VOTE: Ayes, all. Nays, none. MOTION CARRIED.

Respectfully submitted by,

Doris Marcinkus
Recording Secretary

Approved by:

President of the Board

Secretary of the Board