

AGENDA
BOARD OF EDUCATION
ESWOOD ELEMENTARY DISTRICT 269
May 16, 2022
Eswood School Conference Room
304 N. Main Street
Lindenwood, IL

A. 6:00 P.M. CALL MEETING TO ORDER

B. ROLL CALL

C. APPROVAL OF MINUTES – [APRIL 25, 2022](#)

D. AUDIENCE COMMENTS

E. RECOGNITION: Erin Whitehead has been selected by the IPA/NW Region’s committee to be recognized as a 2021-22 recipient for the Non-Certified Support Personnel Leadership Award!

SPECIAL GUEST: Kirsten Garrigan has been hired by the Board of Education as the school district’s new principal and Superintendent-in-training. She is attending this evening’s meeting.

F. SPECIAL REPORTS/UPDATES

1. Financial Report - [APRIL REVENUE REPORT 2022; APRIL EXPENDITURE REPORT 2022; APRIL TREASURER REPORT 2022](#)

2. Bills Payable - [APRIL 2022 BILLS PAYABLE](#)

3. Salary Schedule for 2023, 2024, and 2025

Summary Statement: I am recommending that the Board of Education approve the attached salary schedule for Fiscal years 2023 – 2025. The beginning teacher salary for 2023 was raised by 6% in order to meet statute compliance for total compensation (salary + TRS) at equal to or greater than \$37,076; for 2024, that minimal salary must meet total compensation of \$40,000. The salary schedules are advanced at the base by 6% in 2022-23, 3.75 in 2023-2024, And 3% in 2024-2025. Step and Lane advancements are \$1,185 which is the average of Lane 1 increases for 2022-2023. The actual ED Fund costs to the salary schedule are as follows: 2022-2023 = \$750,569.64; 2023-2024 = \$717,269.43; 2024-2025 = \$742,331.08. **[FY 2023-25 PRELIMINARY SALARY SCHEDULE](#)**

4. Policy:

Summary Statement: I am recommending the following draft policies for approval with areas for optional considerations by the Board:

Policies 4:10 – 4:100. The Board has the option to make changes and/or updates to the following policies:

4:20 – Fund Balances: The Board could designate a particular calculation that aligns with the ISBE Financial Profile Score, such as *The Eswood CCSD 269 will maintain a financial profile score at Category 4 for each score area. Fund Balance to Revenue Ratio (has a weighting of 35%) Category 4 Greater or equal to 25% [lowest risk]. Expenditures to Revenue Ratio (EXRV) (has a weighting of 35%) Category 4 District is spending \$1.00 or less for every dollar they are receiving [lowest risk]; Days Cash on Hand (has a weighting of 10%) Category 4 At least 180 days cash on hand [lowest risk]; and Percentage of Short-Term Borrowing and Long-Term Borrowing Remaining (Short-term and Long-term borrowing each has a weighting of 10%) Category 4 Greater than or equal to 75% debt margin remaining [lowest risk].* **IASB COMMENT: This optional policy is at the local board’s discretion. So, language/wording that you currently use or have in a strategic plan can be used. Its intent is to help the board monitor the district’s financial health and allows a board to clarify its expectations for maintaining fund balances. POLICY – SECTION 4 FOR EDIT 4:10 – 4:100**

Policies 4:110 – 4:165. No changes. **POLICY – SECTION 4 FOR EDIT 4:110 – 4:165**

Policies 4:170 – 4:190. No changes. **POLICY – SECTION 4 FOR EDIT 4:170 – 4:190**

Policies 5:10 – 5:185. The Board has the option to make changes and/or updates to the following policies:

5:20-E – Resolution to Prohibit Sexual Harassment: This is a resolution that the Board may make in open session as a public statement against sexual harassment. It’s not a requirement of statute. **IASB COMMENT: The State Officials and Employees Ethics Act (SOEEA) (5 ILCS 430/70-5(a), amended by P.A. 101-221) requires governmental entities (including school districts) to adopt an ordinance or resolution establishing a policy to prohibit sexual harassment. The resolution while required, does not need to be included in the policy manual. We include it in the draft as almost all districts also have the resolution in the policy manual.**

5:110 – Recognition for Service: Recognition for Service: The School Board will periodically recognize those District employees who contribute significantly to the educational programs and welfare of the students. This policy is not a requirement of statute. **IASB COMMENT: Nothing in this policy is required by law. Districts can go with sample language or customize it to meet their needs. POLICY – SECTION 5 FOR EDIT 5:10 – 5:185**

Policies 5:190 – 5:260. No changes. **POLICY – SECTION 5 FOR EDIT 5:190 – 5:260**

Policies 5:270 – 5:330. The following policy shall be updated:

5:330 - Educational Support Personnel - Sick Days, Vacation, Holidays, and Leaves: The updated policy shall reflect 12 sick days and 3 personnel days. **POLICY – SECTION 5 FOR EDIT 5:270 – 5:330**

Policies 6:10 – 6:30. The following policy shall be developed:

6:10 - Educational Philosophy and Objectives – The Board may wish to develop its own philosophy and objectives in collaboration with staff and community members. **IASB COMMENT: The items in both the objectives and monitoring lists are only examples. Most districts go with draft language as they feel it is well encompassing. But a board should feel free to customize this policy if they wish, and should re-visit it periodically, to ensure it is responsive to the district’s needs, is effective, and dynamic. POLICY – SECTION 6 FOR EDIT 6:10 – 6:30**

Policies 6:40 – 6:190. No changes. **POLICY – SECTION 6 FOR EDIT 6:40 – 6:190**

Policies 6:210 – 6:340. The following policy shall be updated:

6:290 - Homework– The Board may wish to develop an updated policy regarding homework. **IASB COMMENT: This policy’s contents are at the local school board’s discretion; a board should customize the list of standards for homework to reflect the district’s practices. Like some of the above, most districts go with draft language as they feel it is well encompassing. But a board should feel free to customize this policy if they wish. POLICY – SECTION 6 FOR EDIT 6:210 – 6:340**

G. ACTION ITEMS

1. **Financial Reports** – Motion to approve the April Financial Reports as submitted.
2. **Bills Payable** – Motion to approve the April Bills Payable as submitted.
3. **Salary Schedule and Benefits** – Motion to approve FY 2023-2025 Preliminary Salary Schedule as submitted.
4. **Policies And Exhibits**
 - 4:10 – 4:100. – Motion to approve draft policies and exhibits as submitted, including adding language to Policy 4:20 as aligned with the ISBE definitions for Category 4 attainment within the Financial Profile Score model.
 - 4:110 – 4:165 – Motion to approve draft policies and exhibits as submitted.
 - 4:170 – 4:190 – Motion to approve draft policies and exhibits as submitted.
 - 5:10 – 5:185 – Motion to approve draft policies and exhibits as submitted, exclusive of 5:20-E and 5:110.
 - 5:190 – 5:260 – Motion to approve draft policies and exhibits as submitted.
 - 5:270 – 5:330 – Motion to approve draft policies and exhibits as submitted including updating sick leave allowance from 10 to 12 days per annual, and personnel days from 1 to 3 per annual, as evidenced in Policy 5:330.
 - 6:10 – 6:30 – Motion to approve draft policies and exhibits as submitted including developing the Board’s own education philosophy and objectives in collaboration with staff and community members for Policy 6:10.
 - 6:40 – 6:190 – Motion to approve draft policies and exhibits as submitted.
 - 6:210 – 6:340 – Motion to approve draft policies and exhibits as submitted including updating the Board’s policy for 6:290.

H. DISCUSSION ITEMS

1. **GRANTS: ESEA OF 1965 – 2023 – ESEA OF 1965**
2. **Playground Inspection: INSPECTION 0422**
3. **THE 2021-22 Public School Calendar has been finalized through IWAS and submitted to the ROE; the 2022-2023 calendar has been reviewed as correct by IWAS and submitted for approval to the ROE.**
4. **Summer Projects – Based on my conversations with Chuck Newman, our summer projects list has been identified as follows:**
 - a. RTU and ALT Gymnasium Lighting – Helm Mechanical (as approved by BOE)
 - b. Safety Door and Hardware for Gymnasium – Gehrke Construction (as approved by Board)
 - c. Front sidewalk – Various Sections (TBD)
 - d. Playground Equipment – Selected Equipment for Purchase and Installation (TBD)
 - e. Restrooms in Main Hallway and Middle School Section – Restoration (TBD)
 - f. Carpeting in the Middle School science and ELA rooms (TBD)

- g. Upgrades to gym bleachers (TBD)
- h. Updated furniture – selected areas (TBD)

5. 5-Year Copier Lease Agreement: 120-Day Requirement to Return Equipment and Cancel Agreement as submitted to Wells Fargo Leasing [IMAGE MGMT. AGREEMENT - NOTICE OF INTENT TO RETURN EQUIPMENT/CANCEL AGREEMENT](#)

6. Asbestos Report – TEM Environmental [TEM ENVIRONMENTAL ASBESTOS ANALYSIS AND LAB REPORT](#)

7. ESSER Recipient Data Collection Year 2 – has been submitted to IWAS

8. HMH Curriculum – The curriculum has been delivered.

I. CLOSED SESSION

- 1. To consider and discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees.
- 2. Student discipline and other matters relating to individual students.

J. ACTION ITEMS FROM CLOSED SESSION

- 1. Motion to Re-Employ:

Erin Whitehead – School District Administrative Assistant

Norna Seaworth – School District Head Cook

Michele Swanson – School District Assistant Cook

Chad Kacvinsky – School District Custodian

Richard Taylor – School District Bus Driver

Stephanie Avila – School District Bus Driver and Paraprofessional

Lynne Jokers – School District Paraprofessional and Librarian Aide

Shannon Cooley – Teacher

Michelle Tofte – Teacher

Deb DeHahn – Teacher

Phil Winters – Teacher

Tom O'Neill – Teacher

2. Motion to Employ:

Emily Reed – Elementary Teacher **REED, EMILY – TEACHER CANDIDATE**

Shana Bell – Elementary Teacher **BELL, SHANA – TEACHER CANDIDATE**

K. ADJOURNMENT