P R O C E E D I N G S
REGULAR MEETING - BOARD OF EDUCATION
SALEM COMMUNITY HIGH SCHOOL DISTRICT 600
1200 N BROADWAY AVE, SALEM, IL 62881
MONDAY, DECEMBER 15, 2025
7:00 P.M. SCHS BOARD ROOM

The regular meeting of the of the Board of Education District #600 was called to order by President Eric Bandy at 7:00 P.M. on Monday, December 15, 2025. Board members present were Eric Bandy, Marla Tolliver, Rob Easley, Kyle Gansauer, Mike McKinzie, Sarah Meador, and Shawn Morris. Board members absent were: None

Administrators present: Superintendent Detering, Principal Wolfe and Asst. Principal Pogue.

Visitors present: Dan Imming and Cody Imming from Imming Insurance Agency, and reporters Dennis Rosenberger from Salem Times Commoner, Centralia Sentinel and Bruce Kropp from WJBD Radio.

APPROVAL OF MINUTES OF REGULAR MEETING

The minutes of the Regular Meeting on Monday, November 17, 2025, were approved as presented.

ADJUSTMENTS TO AGENDA – None

COMMUNICATIONS – None

PUBLIC FORUM – No one requested to speak during public forum.

MOTION: TREASURER'S REPORT

Motion was made by Kyle Gansauer and seconded by Mike McKinzie to receive the treasurer's report and file it for audit.

Vote: McKinzie-yes; Bandy-yes; Morris-yes; Meador-yes; Easley-yes; Tolliver-yes; and Gansauer-yes. Motion carried.

MOTION: APPROVAL OF BILLS

Motion was made by Mike McKinzie and seconded by Kyle Gansauer to approve payment of the bills as presented.

Vote: Gansauer-yes; Easley-yes; Tolliver-yes; McKinzie-yes; Bandy-yes; Morris-yes; and Meador-yes. Motion carried.

MOTION: TO ADOPT FINAL TAX LEVY FOR 2025

Motion was made by Kyle Gansauer and seconded by Mike McKinzie to adopt the final Tax Levy for 2025 at 3.75%.

Vote: McKinzie-yes; Easley-no; Meador-yes; Tolliver-yes; Morris-yes; Bandy-yes; Gansauer-yes. Motion carries

MOTION: TO APPROVE PAYMENT OF BOARD MEMBER EXPENSES

Motion was made by Eric Bandy and seconded by Mike McKinzie to approve payment of board member expenses for the IASB Conference in Chicago.

Vote: McKinzie-yes; Easley-yes; Tolliver-yes; Gansauer-yes; Meador-yes; Bandy-yes; and Morris-yes. Motion carried.

MOTION: TO APPROVE FY25 AUDIT

Motion was made by Kyle Gansauer and seconded by Rob Easley to approve the FY25 Audit.

Elizabeth from Leymone Hardcastle provided an Auditor's Report for the FY25 Audit. Discussion was held.

Vote: Easley-yes; Morris-yes; Bandy-yes; Meador-yes; Tolliver-yes; McKinzie-yes; Gansauer-yes. Motion carries

ADMINISTRATOR'S REPORTS

ASST. PRINCIPAL'S REPORT – Asst. Principal Pogue reported the attendance report for the month of November was 92.7%. She reported the following activity for the Month of November: 103 contacts with 89 students; 73 were attendance related and 5 were general conferences. Disciplinary consequences given to students were: 5 lunch detentions with 5 students; 7 crisis classes given to 7 students; 2 Saturday Schools for 2 students; 2 Wildcat Code violations for 2 students; and 4 out of school suspensions for 4 students. Discussion was held.

PRINCIPAL'S REPORT – Principal Wolfe reported our annual SCHS Canned Food Drive was a tremendous success, bringing in over 23,000 cans for the local Food Pantry. This year we worked more closely than ever with Food Pantry staff to identify specific needs within the community. A highlight of the drive was the "Pie in the Face" contact, which helped boost participation and resulted in Mrs. Pogue being named the good-natured winner. The SCHS Student Council organized a Christmas Card station during lunches, giving students and staff the opportunity to write holiday messages. Over 500 cards will be delivered to individuals in the community, adding a personal touch to the season and reminding recipients that they are thought of and appreciated. Under the leadership of Mrs. Knapp our Peer Helpers partnered with Modern Woodmen to deliver 140 Christmas gifts to area nursing homes. He reported this project continues to grow each year and serves as a wonderful example of students connecting with and supporting

some of the most isolated members of our community. Becky Schuler's National Honor Society students once again participated in the Adopt-A-Family program. Last week NHS members shopped for and wrapped Christmas gifts for several families in need. Their organization, teamwork and care ensured that each family will enjoy a brighter holiday season. Kacey Puricelli's Math Essentials students also contributed by completed a budgeting activity and shopping on Friday for a couple of local families. This project not only provided support to those families, but also gave students hand-on experience with financial literacy and practical decision making. Mrs. Pogue's Christmas Gift Card Program was another huge success this year. She had a $4,500 donation along with other gift card donations from the community. Mrs. Pogue reported they have 652 gift cards to hand out today and tomorrow.

Principal Wolfe gave the Board tournament brackets for the Girls' Basketball Benton Christmas Class and the Boys' Basketball Duster Thomas Hoops Classic in Pinckneyville.

Principal Wolfe reported that semester exams are being held Thursday and Friday this week with early dismissals both days. Second semester starts January 5 and 1st Semester Grade cards will be handed out on January 7.

SUPERINTENDENT'S REPORT – EARLY GRADUATES – Supt. Detering reported that we have a list of 25 students that have requested approval for early graduation, pending successful completion of graduation requirements. He reported 14 of these are planning to go into the workforce and 9 are going to college, mainly Kaskaskia College. COURSE DISCRIPTION BOOK CHANGES – Supt. Detering provided a copy of the 2026-2027 course description book changes that will need to be approved. AMERESCO – Supt. Detering presented proposal details for repairs and installation of a new EPDM Roof System. He reported that the Building Committee has proposed this as the main construction project for Summer 2026. SCHOOL MAINTENANCE GRANT – Supt. Detering reported that we are applying for a $50,000 School Maintenance Grant. The deadline is January 31. He stated that if we proceed with the roof project, we would use the project for the school maintenance grant. Discussion was held. RISK MANAGEMENT PLAN – Supt. Detering presented the Board with a copy of the risk management plan that will need to be approved. This would allow us to pay some salaries out of the Tort Fund at the end of the year, if there is any money remaining. According to the plan, we can pay up to 50% of the nurse's salary, up to 50% of the Building and Grounds Supervisor salary and up to 15% of the Superintendents salary. Any funds left in the tort fund are spent on these salaries. WORKER'S COMPENSATION COVERAGE – Supt. Detering reported that bids for the worker's compensation insurance were received from five different companies. Bushue HR put out the bids and evaluated them for us. Currently our Worker's Comp insurance has a January 1 renewal date while the property/casualty insurance has a July 1 renewal date and we are looking at aligning those so they both have a July 1 renewal date. The bids were reviewed and discussion was held. BUSHUE HR – Supt. Detering reported that our three-year contact with Bushue HR has expired and they have presented another three-year agreement for the Board to approve. The cost is $7,380 in year one, $7,440 in year two, and $7,500 in year three for a total cost of $22,320. We saved $41,000 when we bid our property insurance and will have additional savings on our worker's compensation insurance. Discussion was held. SECURITY CAMERAS – Supt. Detering reported we

are looking to continue to add security cameras to areas of the building and campus that we do not have enough visual coverage. Officer Vieira, Principal Wolfe and Asst. Principal Pogue have been working with Security Alarm. We are recommending the approval of $23,998.30 for the additional cameras and the labor to install them. A proposal was presented to the Board. Discussion was held. ADDITIONAL GYM PROJECTS – Supt. Detering reported we have conducted meetings with two companies this past week, and one next week, about scoreboards, promotional boards, and new bleachers in the gym. Updates for the basketball goals include adding shot clocks. Discussion was held. CARGO ELEVATOR – Supt. Detering reported that there would be an upcoming bill to fix the cargo elevator that brings equipment up from the basement to the 1st floor. The repairs are going to be between $8,000 and $9,000. Discussion was held. ELECTRIC PANEL REPLACEMENT – Supt. Detering notified the Board that we will have a project of replacing the large electric panel boxes in the school. We are looking to start and the first phase of this project will be around $15,000 with probably another $20,000 in the future. Discussion was held.

MOTION: TO ENTER INTO CLOSED SESSION

Motion was made by Eric Bandy and seconded by Mike McKinzie to enter into Closed Session for the purpose of reviewing closed session minutes; the employment, performance, and compensation of specific personnel at 7:55 p.m.

Vote: McKinzie-yes; Gansauer-yes; Easley-yes; Bandy-yes; Tolliver-yes; Meador-yes; and Morris-yes. Motion carried.

MOTION: RETURN TO OPEN SESSION

Motion was made by Eric Bandy and seconded by Mike McKinzie to return to open session at 8:13 p.m.

Vote: 7 ayes. Motion carried.

MOTION: APPROVE CLOSED SESSION MINUTES

Motion was made by Sarah Meador and seconded by Mike McKinzie to approve the closed session minutes from Regular Meeting on November 17, 2025

Vote: McKinzie-yes; Easley; Meador-yes; Tolliver-yes; Morris-yes; Bandy-yes; Gansauer-yes; Telford-yes. Motion carried.

MOTION: TO APPROVE EARLY GRADUATES

Motion was made by Sarah Meador and seconded by Shawn Morris to approve early graduates, pending successful completion of all graduation requirements.

Vote: Morris-yes; Meador-yes; McKinzie-yes; Tolliver-yes; Bandy-yes; Gansauer-yes; Easley-yes. Motion carried.

MOTION: TO APPROVE COURSE DISCRIPTION BOOK

Motion was made by Mike McKinzie and seconded by Marla Tolliver to approve the course description book for 2026-2027 school year.

Vote: Tolliver-yes; Meador-yes; McKinzie-yes; Morris-yes; Bandy-yes; Gansauer-yes; Easley-yes. Motion carried.

MOTION: TO APPROVE AMENDMENT #17 TO THE PERFORMANCE CONTRACTING AGREEMENT WITH AMERESCO

Motion was made by Mike McKinzie and seconded by Kyle Gansauer to approve amendment #17 to the performance contracting agreement with Ameresco.

Vote: Gansauer-yes; Meador-yes; McKinzie-yes; Morris-yes; Bandy-yes; Easley-yes; Tolliver-yes. Motion carried.

MOTION: TO APPROVE RISK MANAGEMENT PLAN

Motion was made by Kyle Gansauer and seconded by Shawn Morris to approve the District's Risk Management Plan.

Vote: Morris-yes; Meador-yes; McKinzie-yes; Gansauer-yes; Bandy-yes; Easley-yes; Tolliver-yes. Motion carried.

MOTION: TO APPROVE FY26 SCHOOL MAINTENANCE GRANT

Motion was made by Sarah Meador and seconded by Rob Easley to approve the FY26 School Maintenance Grant.

Vote: Easley-yes; Meador-yes; McKinzie-yes; Morris-yes; Bandy-yes; Gansauer-yes; Tolliver-yes. Motion carried.

MOTION: TO APPROVE WORKER'S COMPENSATION INSURANCE COVERAGE

Motion was made by Sarah Meador and seconded by Mike McKinzie to approve the Worker's Compensation Insurance coverage through Imming Insurance Agency with Prairie State Insurance Cooperative at a cost of $18,555 for January 1 through June 30, 2026 and $32,482 for July 1 2026 through June 30, 2027.

Vote: McKinzie-yes; Bandy-yes; Morris-yes; Meador-yes; Easley-yes; Tolliver-yes; and Gansauer-yes. Motion carried.

MOTION: TO APPROVE CONTRACT WITH BUSHUE HR FOR HUMAN RESOURCES, RISK MANAGEMENT, AND INSURANCE CONSULTING

Motion was made by Kyle Gansauer and seconded by Marla Tolliver to approve a three-year contract with Bushue HR for human resources, risk management, and insurance consulting for $22,320.

Vote: Tolliver-yes; Bandy-yes; Morris-yes; Meador-yes; Gansauer-yes; Easley-yes; and McKinzie-yes. Motion carried.

MOTION: TO APPROVE CONTRACT WITH SECURITY ALARM FOR NEW SECURITY CAMERAS

Motion was made by Shawn Morris and seconded by Sarah Meador to approve a contract with Security Alarm for new security cameras at a cost of $23,998.30.

Vote: Meador-yes; Bandy-yes; Morris-yes; Gansauer-yes; McKinzie-yes; Easley-yes; and Tolliver-yes. Motion carried.

MOTION: TO EMPLOY HEAD GIRLS' AND BOYS' TRACK COACHES AND ASSISTANT GIRLS' AND BOYS' TRACK COACHES

Motion was made by Kyle Gansauer and seconded by Marla Tolliver to employ Trevor Greene as the head boys' track coach; Dylan Courty as an assistant boys' track coach; Mindy Veach as the head girls' track coach; and Elizabeth Smith and Thomas Goff as assistant girls' track coaches.

Vote: Tolliver-yes; Bandy-yes; Morris-yes; Meador-yes; McKinzie-yes; Easley-yes; and Gansauer-yes. Motion carried.

IASB CONFERENCE – Kyle Gansauer, Mike McKinzie, Shawn Morris, Marla Tolliver and Supt. Detering reviewed information they received from conferences they attended at the IASB Conference.

NEGOTIATIONS – Questions were asked regarding negotiations coming up later this year with the SCHSEA and SCHSPPA. Discussion was held.

ADJOURNMENT

Board President Eric Bandy adjourned the regular December Board meeting at 8:38 p.m.

Vote: 7 ayes. Motion carried.

_____ _____
(Date Approved) (Board President)

_____
(Board Secretary)