

MINUTES OF THE REGULAR MEETING OF THE INDEPENDENT AUTHORITY OF  
NORTH CHICAGO COMMUNITY UNIT SCHOOL DISTRICT 187  
HELD MONDAY, AUGUST 20, 2012  
1717 17<sup>TH</sup> STREET, NORTH CHICAGO, ILLINOIS  
Open Session 6:30 P.M.

**1. CALL TO ORDER / ROLL CALL**

Dora King, Chairman, called the meeting to order at 6:30 p.m. Members Present: Ms. Dora King, Mr. Jerry Hieb, Ms. Shauana Goshton, Ms. Evelyn Alexander, Mr. Graham Cook and Navy Representatives Master Chief Walter Evans and Senior Chief Ryan Curylo. **Members Absent:** None.

**2. Moment of Silence/Pledge of Allegiance**

**3. Motion to Approve August 20, 2012 Independent Authority Meeting Agenda as Presented**

Mr. Hieb moved to approve the agenda as presented. Ms. Goshton seconded the motion. The motion carried 5-0.

**4. Audience Participation**

There was no audience participation.

**5. Executive Session (In accordance with 5 ILCS 120/2(c)(1)(11))**

A motion to convene executive session and to amend the agenda to reflect the addition of Litigation to the executive session discussion was called for at 6:33 p.m. Mr. Hieb made the motion and it was seconded by Ms. Alexander. Motion carried 5-0.

**Call to Resume Open Session**

A motion to reconvene open session was called for at 7:17 p.m. Mr. Hieb Motioned and Ms. Goshton seconded the motion. The motion carried 5-0.

**6. Discussion**

A discussion to clarify changes to the athletic code of conduct and academic remediation was held with Eric Gallagher, Principal of North Chicago High School, and Bryan Colbert, Athletic Director. It was stated that student athletes must maintain a 2.0 grade point in order to play. This is a change from the previous requirement of passing 4 courses. The previous standard allowed players with Ds to continue to play since Ds are considered a passing grade. Grades will be monitored by Coaches. Players who receive Ds and/or Fs will be required to attend Study table. The College of Lake County works with the High School to provide funding to pay for staffing the Study Table and SIG grant funds are used for "extended day" pay. Although students could maintain a 2.0 GPA while having poor grades in core classes, this would be addressed by the requirement of attending Study Table.

**7. Approval of Board of Education and Independent Authority Minutes**

Open Session Minutes:

June 21, 2012

August 1, 2012

Closed Session Minutes:

June 21, 2012

August 1, 2012

A motion to approve the minutes was made by Mr. Hieb and seconded by Ms. Goshton. The motion carried 5-0.

## **8. Motion to Approve Consent Agenda**

A motion to approve the June 30, 2012 Treasurer's Report; July Payroll of \$223,364.30; Accounts Payable of \$796,659.74; and the Human Resources report as presented was made by Mr. Hieb and seconded by Ms. Alexander. The motion carried 5-0.

## **9. Old Business Action**

### **a. Action – Approve Resolution calling for a public hearing on the 2012-2013 tentative budget on Thursday, September 27, 2012 at 6:00 PM, North Chicago High School.**

A motion to approve the resolution calling for a public hearing on the 2012-2012 tentative budget was made by Mr. Hieb and seconded by Mr. Cook. The motion carried 5-0.

### **b. Action – Approve Technology Coaching and Consulting contract - \$35,750.00 (550 hours/\$60.00)**

Bill Chapin addressed concerns of the Independent Authority. The district has had problems transitioning to Power School and this has caused issues with State reporting and loss of money for the district. This year the main area of focus will be scheduling. Scheduling is further along this year than last year at this time, attendance reporting is improved. Implementation and training still needs to occur. We are not at the monitoring only stage. The ultimate goal is that district personnel will be able to manage Power School without outside consultants. Mr. Hieb motioned to approve and Ms. Goshton seconded the motion. Motion carried 4-1 with Mr. Cook voting nay.

### **c. Action – Approve ESL High School Text Book Acquisition - \$33,296.40**

The text books would be 2007 editions or newer. The existing editions are no longer available. The ESL grant will pay for the text books. Mr. Hieb motioned to approve and Ms. Alexander seconded. The motion carried 5-0.

### **d. Action – Approve Superintendent and Assistant Superintendent of Business Services attendance at NAFIS Fall Conference – Approximately \$3,486.00**

The panel expressed that they felt it was very important for district administrators to attend this conference. Mr. Hieb motioned to approve and Mr. Cook seconded the motion. Motion carried 5-0.

### **e. Action – Approve 2012-2013 Meeting Schedule**

Ms. Alexander motioned to approve and Mr. Hieb seconded the motion. Motion carried 5-0.

## **10. New Business Discussion**

### **a. Discussion – Broad Banding Salary Structure.**

Martha Gutierrez, Executive Director of Human Resources, explained the Broad Banding Salary Structure. There would be no more across the board cost of living increases unless the Independent Authority approved it. Salary increases would be based on evaluations and the Board would approve individual increases. Job descriptions would be used to determine placement on the salary structure which would define the salary range for that particular job.

### **b. Discussion – 2012-2013 Tentative Budget.**

James Weise, Assistant Superintendent of Business Services, gave an overview of the tentative budget that will be presented at the upcoming public hearing. The district will be facing serious decisions regarding how to address the budget.

### **c. Discussion – Academic Dean Position.**

The administration is taking an Assistant Principal position and corresponding salary and repurposing it as an Academic Dean. This position would also function as a PBIS coach and assist with Title grants. This does not require new funds; the staff member would simply be assigned different duties.

### **d. Discussion – Administrative Leadership recommendations for North and Yeager Schools.**

The administration has developed an interim plan for coverage at North School to address a vacancy created by the reassignment of its Principal. Sheila Sherman, who has her Type 75, will act as Administrator in Charge until we have completed the interviewing process and the Principal position is filled. The prime qualification of the candidates will be that they are fluent in Spanish due to the school's demographics. Ms. Inez Mitchell, Assistant Principal at Yeager School, will split her time between Yeager and North to provide administrative assistance to Ms. Sherman who will continue in her role as Director of Bilingual Services.

**e. Discussion – First Reading of Board of Education Policy:**

**Policy 2:250** – Access to District Public Records

**Policy 6:60** – Curriculum Content

**Policy 6:150** – Home and Hospital Instruction

**Policy 7:305** – Student Athlete Concussions and Head Injuries

**Policy 2:120** – Board Member Development

**Policy 6:110** – Programs for Students At Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program

**Policy 7:100** – Health, Eye and Dental Examinations; Immunizations; and Exclusion of Students

The policies should be reviewed by the Board. At the next meeting they will be presented for a second reading and approval.

Dr. Ben Martindale stated that in the interest of transparency he would like to mention several items. The Transportation Reimbursement Claim was late but the administration will be submitting it tomorrow. This should not affect the payment we receive but will delay our receiving the funds. The Free and Reduce Lunch report which was due July 31<sup>st</sup> will be submitted this week. There was a small fire at Hart Elementary School which caused some water damage to some records stored there. He commended the Central Office staff for the manner in which they handled the public during the first week of school. He also complemented Mr. Weise and the maintenance staff, the facilities and grounds are looking the best he has seen them.

Mr. Thompson stated that this week was the opening of the school year. He felt that we are off to a positive start and the district is better organized.

**11. Motion to Adjourn**

Submitted by Celia Schneider  
Independent Authority Recording Secretary