

Spotlight on the Board

Notes from the District 15 School Board Meeting

April 11th, 2007

This was a Regular meeting of the Board of Education.

Board member Wendy Rowden was absent.

Board President Nancy Lee Carlson entered the meeting at approximately 7:10 p.m.

Board Vice President Linda Silverman opened the meeting in Carlson's absence. Silverman stated that with the Board of Education Election coming up next week, she wanted to remind everyone in the audience that a Board of Education meeting is not a political meeting. It is a meeting held in public. It is non-partisan. Silverman does not want political agendas brought before the Board. She stated that she will ask anyone who brings up political issues to stop speaking. Silverman thanked everyone for respecting her request.

Superintendent's Reports

MRA Salary Study – Nonunion Staff

Representatives from Management Research Association briefly presented the results of this study of 328 District 15 non-union staff involving 78 different job titles.

The scope of the study involved research into developing and maintaining a wage structure to enable the District to attract and retain quality staff. This wage structure would be flexible to reflect changes in the economy and competitive conditions.

There is now an informal pay structure in the District and the District lacks comprehensive pay administration guidelines. It was recommended that all employees be placed in pay grades based on job content.

The consultants stated that the MRA recommended plan is affordable to the District and accountable to the Public. Currently, the majority of District jobs are now paid within the MRA newly designed pay structure. The new structure does allow room for growth. Most employees are paid within the recommended ranges.

The consultants outlined the essence of their recommendations:

1. Implement the proposed pay plan and pay structure for the 2007/08 school year.
2. Increase the salaries of employees that are below their minimum range or develop a plan to move employees into a different range.
3. Freeze the pay of employees that exceed their maximum range or consider a lump-sum payment in lieu of a salary adjustment to base.
4. Adopt the implementation/administrative guidelines. Put procedures in place for maintaining the plan. This would put the District in a position of being proactive to the market rather than reactive.
5. Maintain internal equity by continuing to apply the job evaluation systems to new jobs or job that have changed over time.
6. Continue to participate in comparative school district studies

Questions/Comments –

Millar commented that this is a helpful tool and had been looking for this for quite awhile. Said that a lot of Board decisions are financial related. This gives the Board a great background to work from.

McKanna – Wanted to comment for the benefit of the audience, that this MRA study is many more pages than was presented tonight. The Board will be looking at it in detail during Executive Session since it contains confidential salary information.

Superintendent's Reports – Other

District 15 will be starting geometry in the 8th grade next year. This will be a comparable program as to what the District sees taking place in the high schools. **Mary Zarr** has been working closely with the curriculum specialists in D211

Citizens Address the Board

There were no requests to address the Board.

Board Discussion/Reports

District Administrators Working with Legislators

McKanna stated that Board member Wendy Rowden requested this agenda item. Since Rowden was absent tonight, he suggested postponing discussion on this item until she was available.

Status of Financial Condition and Program Restorations

Financial Condition

McKanna stated that **Board Member Tim Millar** requested that this item be put on the agenda. Wanted to make everyone aware that the District is at the highest level of financial recognition from the state. Asked **Kevin Noehlty** to describe what the four levels are and to make a brief comment. McKanna also stated that there was some interest in taking a look at some program restorations.

Noehlty described the four levels of financial rating given by the state. Highest level is "financial recognition". Next is "financial review" which District 15 had been at for the past three years. Next comes "financial warning", then "financial watch".

Noehlty stated that the District has reached "financial recognition" primarily because of having a balanced budget and the approximately \$23M in budget reductions over the past several years.

Program Restorations –

McKanna stated that this year the Board restored 64 classroom teacher positions in order to get class sizes lower. The Board has also restored full time Assistant Principals for next year. McKanna shared that there are 7 openings for elementary assistant principals. The District has already begun interviewing and is very excited about the caliber of people being interviewed. There are still some junior high openings and that screening will be happening soon. Lincoln School Principal position is still open. The District did a round of interviews but did not find a successful candidate yet.

Kelly Keenan asked McKanna to clarify the open positions. McKanna outlined that there were four full-time asst. principals; the other schools had part-time assistant principals and there were also some Administrative Facilitators (AF). The District has eliminated the four AF positions and some of those employees are applying for a position as assistant principal. McKanna confirmed that the open assistant principals are newly created positions for next year.

Tim Millar thanked the other Board members for working together to bring class sizes down this year, restoring field trips, clubs and activities, 29 new program assistants and the reading program. Thinks the District has turned the corner of the cut stage. Said the cuts started in 2002 and because he has children in the schools, appreciates the Board bringing these programs back. Looks forward to continuing that trend.

Board member Scott Boucher commented that last March, the Board asked the PTAs for their top priorities. Said that of the top 16 priorities, the Board has restored 15 of them over the past year. Wanted to thank the PTA for their input to help guide the Board.

Reference: www.fcwpta.org/pdf/PTA_priority_list_March_06.pdf

Action Items

Personnel Report

Approved with Keenan abstaining

Ending Date-2006/07 School Year

Declare that Friday, June 8th will be the last day of the school year
Unanimously approved.

www.ccsd15.net/WhatsNew/NewsReleases/HTML/Archive/CCSD1504_12_2007.html

2007-08 Official School Calendar Revisions

First day of school for grades 1 – 8 is Wednesday, August 22nd, 2007

First day of kindergarten is Thursday, August 23rd, 2007

Unanimously approved.

www.ccsd15.net/WhatsNew/NewsReleases/HTML/Archive/CCSD1504_12_2007.html

Bids-Doors and Hardware

Unanimously approved.

Consent Calendar (7 items)

Unanimously approved.

Correspondence

Freedom of Information Act Requests (FOIA)

March 1st, 2007 – Nancy Groch, a resident of Palatine made a request for all legal bills for the past three years – December, 2004 to March 1, 2007. The request was denied in a letter dated March 12th, 2007.

March 13th, 2007 – Nancy Groch, a resident of Palatine made a request for all conference registration packets and attendance of Board members from May, 2005 to present. The documents were received on March 23rd.

Executive Session

The Board went into Executive session at approximately 8 p.m.