

**KEWANEE COMMUNITY UNIT SCHOOL DISTRICT #229
BOARD OF EDUCATION MEETING-AUGUST 21, 2023**

CALL TO ORDER AND ROLL CALL FOR REGULAR SCHEDULED BOARD MEETING

The Regular Meeting of the Board of Kewanee Community Unit School District No. 229 was held in the Kewanee High School Petersen Auditorium with President Johnson calling the Meeting to order at 6:00pm. Roll call showed the following Members present: DeMay, Dev, DeBord, Christiansen, Salisbury, Steffen, and Johnson. Superintendent Sullens was also present for the Closed Session.

EXECUTIVE SESSION OF REGULAR SCHEDULED BOARD MEETING

At 6:00pm, Member Christiansen seconded a motion made by Member Steffen to enter into Closed Session to consider (C)(1) the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the District and (C) (2) to consider 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 (C) (5) the purchase or lease of real property for the use of the public body (C) (8) Security Procedures (C) (9) Student Disciplinary Cases (C) (11) Litigation, * 5ILCS 120/2 Open Meetings *The School Code of Illinois/2022*. Voice roll vote showed all present Members voting aye. The motion carried.

At 7:19 pm Member Steffen seconded a motion made by Member DeMay to adjourn the Closed Session meeting. Voice roll call was heard with all present Members voting aye. There were no nay votes. The motion carried.

CALL TO ORDER AND ROLL CALL FOR OPEN SESSION MEETING

President Johnson called the Regular Meeting to order at 7:30pm. This Open Session continued in the Petersen Auditorium at Kewanee High School. Roll call showed the following Board Members present: DeMay, Dev, DeBord, Christiansen, Salisbury, Steffen, and Johnson. The audience included: R Baney, C Douglas, R Kapacinskis, G Bradley, J Miler, T Miler, L Rux, K Gerard, T Strode, J Bennett, S Berchtold, A Kluever, V Kluever, M Gayer, A Weston, M Reiter, A Reiter, A Simpson, K Yelm, J Doan, R Miller, L Anderson, W Landsiedel, D McDowell, P Diaz, A Miler, M Miler, S DeSmit, K Jones, K Lisenbee, B Jones, A Johnson, A Hawkins, K Johnson, C Eads, A Ralston, L Nolan, N Enderle, A McDowell, J Taylor, A Condrey, T Sharp, C Hamerlinck, T Stout, M Wise, J Grebner, K Ellerbrock, L Stisser, S Paxton, J Gustafson, A Anderson, N Kubiak, D Vickrey, M Nelson, J Johnson, I Malmstrom, E Robinson, V Miles, J Vickrey, P Schneider, K Laue, S Burkhart, J Hogeboom, T Conover, R Allen, E Allen, A Breese, S Breese, B Castillo, C Conley, K Murphy, D Murphy, J Plum, H Strickler, B Strickler, A Washburn, T DeBlicke, H Safiran, A Clementz, K Witte, H Verscha, L Yarger, K Jurgensen, H Abernathy, L Salisbury, L Bridgewater, S Saey, K Jewell, M Fragoso, G Arzola, I Duran, E Gamez, A Gamez, J Anderson, B Kirsch, A Kirsch, P Costenson, J Peart, H Keene, D Roller, J Haage, L Murphy, L Carmichael, W Corral, L Martin, J Martin, J Tuttle, E Burns-Sheets, T Sheets, B Kubiak, J Bartelt, K Carton, R Carton, A Minx, M Costenson-Segura, M Minx, and J Russell from the Kewanee Radio Station. Recording secretary H Hughes and Superintendent C Sullens were also in attendance.

President Johnson made a motion to amend the Board Agenda to add a second Closed Session at the end of the Open meeting. This Closed Session will be a continuation of the Board's discussion. President Johnson stated no action would be taken after the second Closed Session. Member Christiansen seconded the motion. A voice roll call was heard with all present Members voting aye. There were no nay votes. The motion carried.

PLEDGE OF ALLEGIANCE

President Johnson asked the audience to stand, if able, and join the Board in saying the "Pledge of Allegiance" to the flag.

INVITED GUESTS

None

MINUTES, FINANCIAL, TREASURER'S REPORT, AND BILLS AND PAYROLL CONSENT AGENDA

President Johnson asked for a motion for a Consent Agenda and acceptance of Items V, VI & VII. Member Steffen seconded the motion made by Member Christiansen to approve consent Items V, VI & VII. The roll showed Members DeMay, Dev, DeBord, Christiansen, Salisbury, Steffen, and Johnson all voting aye. There were no nay votes. The motion carried.

COMMENTS FROM AUDIENCE

Pam Schneider, 6th grade teacher at Central, stated that the 2023-2024 school year will be her 5th year with Kewanee CUSD #229. She stated that since the first day teachers reported back she has spent sixteen and half hours outside of contract time and spent \$139.52 of her own money on her students and her classroom. She stated that many other teachers do the same. Ms. Schneider stated she will focus on the students despite not having a contract.

Ruth Kapacinskaskas, KEA President, stated this was the third contract that she negotiating. She stated that she believes they are experiencing a stalling technique. The first contract she negotiated was in 2017 and it was not settled until 2018. The contract three years ago expired and was not settled until months into the school year. Ms. Kapacinskaskas stated that this is not good for the students or teachers. She stated that teachers are wanting to focus on the kids and their classrooms and not focusing on lobbying their elected officials on a Monday night. She asked that the Board come to the bargaining table to get the contract settled. She stated that the KEA has been willing to negotiate since April. Ms. Kapacinskaskas stated that this is urgent and important and will ultimately will help students in the classroom. She asked the Board to make the contract a priority in their schedule and continue as soon as possible with the assigned Federal Mediator.

Suzanne Burkhart, sixth grade teacher at Central, stated that all KEA members want a fair wage. She stated that they want their base pay to increase. Mrs. Burkhart stated that the cost of living is increasing but yet the pay does not. She stated that she chose education to help students succeed but shouldn't have to work for low pay.

Sean Breese, husband of a Kewanee teacher, stated he grew up around teachers in his family. He stated that every year he sees how much his wife loves her students and how excited she is to see them. He stated that he sees her working after hours on lesson plans, grading papers, running to the store for supplies, and working to get ready for the next day because they are too busy teaching during the day. Mr. Breese stated that he sees the amount of effort, rigor, time, and money that his wife puts into the classroom and to give the students the best education. He also stated that he knows that it isn't just his wife but all of the teachers. He stated that on their behalf wanted to mention that in 2020 at a drop of the hat, staff created a new virtual curriculum and implemented it overnight. He stated that they made learning continue when the world stopped and that teachers make the world go round. Mr. Breese stated that according to the Illinois State Report Card that Kewanee teachers make \$22,000 less than the state average, but Kewanee Administrators make \$7,000 more. He stated that sends a poor message to the teachers. He stated that teachers are college educated professionals who shouldn't have to work a second job to make ends meet. He stated that the cost of living has soared in recent years and their pay isn't meeting that, teachers deserve more.

Kari Laue, teacher at Central School in her twenty fourth year of teaching all within the Kewanee District. She stated that she serves as the KEA Membership chair and serves on the negotiating team. She stated that the KEA surveyed their members and asked them what their priorities were prior to negotiations. She stated that 60% of staff had considered leaving the District for another teaching position and when asked why the overwhelming response was seeking better pay. She stated that this was concerning as a teacher and as a parent. Ms. Laue stated that it was mentioned in the survey that going ahead with a freeze in the salary schedule was unacceptable. She encouraged the Board negotiating team to reinstate step movement in the salary schedule in the counter proposal. She stated that she believes there is room to negotiate.

Jessica Hogeboom, second year teacher at Central School, stated that many of the teachers in the audience were part of her education in Kewanee Schools. She stated that the children of three Board Members participated in sports and theater with her while attending Kewanee Schools. She questioned the Board to whether they would be concerned about their child's financial success if they were a teacher in the audience. She asked if they would be confident they would be able to buy a house on their own or go back for a Master's degree without adding a great deal of debt. Ms. Hogeboom stated that many in the audience have been teaching and are tenured but are barely making more than her after just finishing her first year. She stated that the Governor saw teachers as college educated professionals and deserve \$40,000 as a minimum and that is why most are at \$40,000. She stated that she doesn't find comfort knowing she won't increase financially with time, experience, and dedication with the District. Ms. Hogeboom stated that not paying staff accordingly with inflation and the increase in price of basic necessities is a value problem. She stated that the District should value teachers and pay them to afford to live. She stated that she chose to come home to this school district but financially no one is fighting for her to stay. She stated that she worked ten hour days with her regular contract and Steamer Success hours, but still had to work a second job on Friday nights to survive. Ms. Hogeboom stated that she loves her job and her coworkers and will always be a Central Steamer and Kewanee Boilermaker at heart. She says she needs to see support from the District to show they want her here. She stated

that we are in a teacher shortage and have been and the number one reason teachers leave the profession is compensation. She said that staff is pleading for change and if there is a money reason for why they can't get paid more let them know. She stated that from the outside she doesn't see an issue. She stated that we are losing people every year due to pay and teachers are begging the Board to listen to what they say. Ms. Hogeboom stated that if teachers don't feel valued for the work they do they won't stay.

Hailey Strickler, Resource Teacher at Irving, has worked for Kewanee Schools for six years. She stated that she lives outside of the District and willingly commutes each day. She stated that every year when she thinks about leaving she looks at her students and can't bring herself to leave them. Mrs. Strickler stated that in looking to the future and starting a family she will reach a point that she won't have a choice but to leave. She stated that as a teacher who started teaching as the soft freeze took place she is making a comparable salary to first year teachers despite teaching for six years. She stated that she loves teaching at Irving and would love to financially continue to do so.

Emily Robinson, 5th grade teacher at Central, entering her ninth year of teaching. She stated that this year she was excited for the opportunity to teach and collaborate with an amazing grade level team again. She stated that for the first time in her teaching career there was no turnover in the 5th grade team but that changes tonight. Mrs. Robinson stated that there is a resignation of one of the 5th grade teachers because this teacher needed to make a choice for her family and wonders how many more amazing teachers we will lose. She stated she wonders how many more will make these decisions based on their finances and the needs of their families. She stated that these decisions will take them away from our students and teams.

Cheryl Osborne, second year Business teacher at KHS, stated that teaching is the hardest job she has ever had but the most rewarding. She stated that the contract is a financial issue. She stated that she knows most of the Board personally and know that they didn't run to crunch numbers. They ran because they care about the students of the District. Mrs. Osborne stated that if you want a quality school district you have to have quality teachers and in order to do that you have to have fair compensation. She stated that teachers go through a lot during the school day but hope to be valued and respected by the school, community, and the Board. She encouraged the Board to do the budget crunching and do what is right and what you hoped to do when you were elected. She stated that she hopes the Board settles a contract that is fair to the District and fair to the teachers. She asked the Board to make the District a place people can come work and be fairly compensated and valued.

Jacob Doan, KHS teacher, stated the brilliant men and women in this room tonight save lives every year. He asked how much those lives were worth. He stated that they are worth the world to them.

Jennifer Vickrey, teacher at Central, stated that she was in her 30th year of teaching. She shared a personal story of being approached by a former student over the summer at a wedding. She stated that this student was in his 30s and was her student when he was 10. She stated that he was so excited to tell her that he still knew the states and capitals that he learned in her classroom. She said he shared pictures and information about his life. Mrs. Vickrey stated that he remembered her enough to talk to her at a wedding and share things about his life. She stated that this was her why. She stated that knowing that being a teacher helps students gain knowledge and also light a spark into something they want to pursue is her why. She stated the everyone in the room has their why, why they work in education. She asked the Board Members to reflect and remember their why. She stated that every decision the Board makes affects so many, including the people at the meeting and those that are not at the meeting. Mrs. Vickrey asked the Board to remember their why and realize how important your job is.

Ali Breese, 4th grade teacher at Central, stated that there has been a lot of talk about teachers. She stated that she wanted to point out that the support staff including secretaries, lunch ladies, bus drivers, paraprofessionals, and custodians help the schools run. She stated that the support staff also deserves fair pay and fair contract. Mrs. Breese stated that the whole school staff is important and as a team deserve the best.

Gary Bradley, parent of a freshmen student, stated that he wished the teachers, Board, and Administration the best of luck for the school year. He stated that during his tenure as a parent he has seen the turnover and late hires over the years. He stated that he supports the teachers and the Board in coming up with a solution that isn't a disruption to the students. Mr. Bradley stated that he was disappointed to be the only parent there speaking in support of a resolution between the Board and teachers. He stated that he wished there were more parents there saying to pay the educators fairly, so there weren't issues

with recruitment and retention. He stated that he also understands being a good steward of public funds and the responsibilities that go along with it. He stated that he would like to see a resolution so there isn't a strike or a walkout during his son's high school years.

REPORT FROM ADMINISTRATION

Superintendent

Evidence Based Funding/Budget FY24

Dr. Sullens stated that the Evidence Based Funding numbers for the 2023-2024 school year were released. Each District is given an adequacy level; this year Kewanee CUSD #229 was at a 71% level. The State's goal is to get each District to at least 90% adequacy level. Dr. Sullens stated that the District is to receive an additional \$860,769 in EBF funding this year. Dr. Sullens also stated that the Corporate Personal Property Replacement Tax (CPPRT) the District is set to receive this year will be decreasing. Funding between the two sources will give the District a net gain of approximately \$407,000.

Estimated Enrollment

Dr. Sullens stated that District enrollment on the first day of school is up from the May 2023 enrollment numbers. Total enrollment is at 1986 students versus 1950 students enrolled in May 2023. At Kewanee High School, the enrollment numbers are up 44 to 616 students. Central Elementary and Junior High are up seven students to 577 students enrolled. Neponset is equal to the May 2023 numbers at 136 students enrolled. Irving Elementary is up 24 students with 244 students enrolled. Belle Alexander Elementary is up 7 students with 243 students enrolled. Lyle School is currently down 46 students. Lyle School adds students throughout the year as they are old enough for Pre-K.

ABCD/21st Century Programs at Irving (2nd & 3rd) and Central (4th-6th)

Dr. Sullens informed the Board that the 21st Century programs are run by the Regional Office of Education and for a variety of political reasons funding is not available to reapply for the cohort Irving and Central Elementary were in. He stated that the District is working with Patrick Peach who is running the Central Junior High ROE program. Both entities are finding a solution to expand the ABCD program to try and serve as many students as possible this year.

Kewanee Police Department Resource Officer for Kewanee CUSD #229

Dr. Sullens stated that Officer Shaun Gruszczyk has returned to Kewanee High School as the School Resource Officer for the 2023-2024 school year. He stated that he is looking forward to him beginning year two.

FOIA Requests

Dr. Sullens stated that all FOIA requests that have been received have been fulfilled.

Jr. High Fans at KHS Football Games-New Seating Area

Dr. Sullens informed the Board that at the KHS football games this year, they will be changing where the unaccompanied junior high and elementary students sit. He stated that a small set of bleachers has been placed inside the track area on the northwest corner. If students are attending with an adult, they can sit in the stadium bleachers.

Mrs. Baney-KHS Principal

KHS Boiler Bash

Mrs. Baney stated that the Boiler Bash was held on Friday, August 11th. It was organized by Mrs. Grebner and Ms. Olalde. There was 125 Freshman in attendance. Mr. Butler held a parent meeting and Grace Clucas presented about a computer program that would be held at Kewanee Public Library. Mrs. Baney said that many faculty and staff members were in attendance as well.

KHS FFA Student Kashen Ellerbrock-State Fair Grand Champion Steer

Mrs. Baney informed the Board that KHS student Kashen Ellerbrock had the Illinois State Fair Grand Champion Steer. Governor Pritzker bought the steer for \$105,000 in the Governor Sale of Champions. Mrs. Baney said this was the highest price paid for a steer at the fair.

Brittany Wagner-Last Chance U Presentation in Petersen Auditorium on August 24th at 6:00 p.m.

Mrs. Baney stated that Brittany Wagner from Last Chance U on Netflix will be in Kewanee on August 24th. She will present to KHS and Central students during the school day. A presentation open to the public will be presented at 6 pm at

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KHS.

KHS Ag Addition Open House

Mrs. Baney stated the open house was well attended.

Mr. Atwell-KHS Athletic Director

KHS Fall Sports Participation

Mrs. Baney presented for Mr. Atwell and gave the Board an update on the participation numbers for KHS Fall Sports. Overall, the number of athletes for the Fall Sports are up 27 from last year's numbers. This year 24 students are out for Poms, 10 students are out for Cross Country, 11 students are out for Golf, 45 students are out for Volleyball, 61 students are out for Football, 26 students are out for Soccer, 11 students are out for Cheerleading, and 23 students are out for Tennis.

Coaches Meeting

Mrs. Baney informed the Board that a coaches meeting was held on August 9th. Mr. Atwell went over changes, updates, and points of emphasis in the coaches' handbook. Mrs. Baney stated that during the meeting Matt Costenson from the Hall of Fame committee went over the importance of accurate records and stats.

SUPERINTENDENT COMMITTEE REPORTS

None

UNFINISHED BUSINESS

KHS Fieldhouse/Locker Rooms

Dr. Sullens stated that project is approximately two weeks behind schedule. Crews have worked the last couple of Saturdays and hope to get concrete poured tomorrow. Currently, the lockers are scheduled to be delivered on October 2nd and will take a couple of days to install.

Lyle Addition

Dr. Sullens informed the Board that the project is waiting on the stone façade system to arrive. He stated that they hope it will be delivered soon.

NEW BUSINESS

Consideration and Approval of Title I 1003a School Improvement Plans

Central Elementary School Improvement Plan 2023-2024

Irving Elementary School Improvement Plan 2023-2024

Dr. Sullens recommended approving the School Improvement Plans for Central and Irving Elementary Schools as presented. Member Dev seconded a motion made by Member DeBord to approve. The roll call vote showed Members Dev, DeBord, Christiansen, Salisbury, Steffen, DeMay, and Johnson all voting aye. There were no nay votes heard. The motion carried.

Consideration and Approval of Resolution to Join the Blue Cross Blue Shield Dental Plan

Dr. Sullens stated that joining the Blue Cross Blue Shield Dental Plan was part of joining the Central Illinois Educators (CIE) Insurance Plan. Dr. Sullens stated that with joining the Blue Cross Blue Shield Dental Plan the District will dissolve the District funded dental plan. The dental plan would end on September 1, 2023 and claims would be accepted for three months. He stated that everything with the District dental plan would be wrapped up by December 31, 2023.

He recommended approving the Resolution to join the Blue Cross Blue Shield Dental Plan. Member DeMay seconded a motion made by Member Steffen to approve. The roll call vote showed Members DeBord, Christiansen, Salisbury, Steffen, DeMay, Dev, and Johnson all voting aye. There were no nay votes heard. The motion carried.

Consideration and Approval of Substitute Teacher Pay

Dr. Sullens recommended approving the substitute pay rate for the 2023-2024 school year at \$127.50 per day. Member Dev seconded a motion made by Member Salisbury to approve. The roll call vote showed Members Christiansen, Salisbury, Steffen, DeMay, Dev, DeBord, and Johnson all voting aye. There were no nay votes heard. The motion carried.

ACTION FROM CLOSED SESSION PERSONNEL:

Resignations-Vote #1

Austin Enburg	KHS Math Teacher-Effective Immediately
Aleigh Hamilton-Murphy	Belle Recess Supervisor-Effective Immediately
Jennifer Coombes	KHS Jr. Class Advisor-Effective Immediately
Chasity Hall	Belle Paraprofessional-Effective Immediately
Lisa Murphy	KHS 1 on 1 Aide-Effective Immediately
Cali Tuttle	KHS Secretary-Effective 8/25/2023
Nubia Duarte	KHS Sophomore Class Advisor-Effective Immediately
Ryan Hansen	Central Jr. High 7 th Grade Boys Basketball Coach-Effective Immediately

Dr. Sullens recommended to approve the above resignations. Member DeBord seconded a motion made by Member DeMay to approve. The roll call vote showed Members Salisbury, Steffen, DeMay, Dev, DeBord, Christiansen, and Johnson all voting aye. There were no nay votes. The motion carried.

Resignations-Vote #2

Dede Grice	Central 5 th Grade Teacher-Effective 8/25/2023
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Dr. Sullens recommended to not approve the resignation of Dede Grice. Member Johnson seconded a motion made by Member Steffen to approve. The roll call vote showed Members Steffen, DeMay, Dev, DeBord, Christiansen, Salisbury, and Johnson all voting aye. There were no nay votes. The motion carried.

Retirements

None

Hires

Jake Saey	KHS Site Coordinator/Substitute Teacher
Corey Tavares	KHS Site Coordinator/Substitute Teacher
Alex Binek	KHS MTSS Coordinator
Nubia Duarte	KHS Junior Class Advisor
Nikki Taylor	KHS Sophomore Class Co-Advisor
Kari Laue	KHS Sophomore Class Co-Advisor
Larry Hampton	District Assistant Transportation Director
Harmonie Petty	Bus Aide
Mandy Girkin	Bus Aide
Charley Eads	KHS Fall Weights Coach
Brandon Rohrig	KHS Assistant Wrestling Coach
Julie Padilla	Cafeteria Sub
Kyle Smith	Cafeteria Sub
Erika VanDaele	P/T Central Aide
Elizabeth Patrick	Belle 21 st Century Teacher
Haley Verscha	Belle 21 st Century Teacher
Kerrigan Kelly	Belle 21 st Century Aide
Addy Hicks	Belle 21 st Century Student Helper
Brittney Mitro	Neponset 21 st Century Teacher

Dr. Sullens recommended to approve the above hires. Member DeMay seconded a motion made by Member Salisbury to approve. The roll call vote showed Members DeMay, Dev, DeBord, Christiansen, Salisbury, Steffen, and Johnson all voting aye. There were no nay votes. The motion carried.

*All hires are contingent upon hires obtaining appropriate certification and qualifications prior to beginning job.

Leaves

None

Long Term Sub

Gayle Burhorn	Belle Kindergarten Teacher-For 1 st Semester 2023-2024 School Year
Elise Swinford	Neponset Music Teacher-for 1 st Semester 2023-2024 School Year
Yesenia Guerrero	Belle/Neponset Teacher for 30 days

Dr. Sullens recommended to approve the above listed Long Term Subs. Member Dev seconded a motion made by Member DeBord to approve. The roll call vote showed Members Dev, DeBord, Christiansen, Salisbury, Steffen, DeMay, and Johnson all voting aye. There were no nay votes. The motion carried.

Transfers

Lynn Stoner	From F/T Cafeteria Worker to Cafeteria Sub
Emily Opper	From P/T Cafeteria Worker to Cafeteria Sub
Erika Hilburn	From Cafeteria Sub to F/T Cafeteria Worker
Jean Rohrig	From Cafeteria Sub to P/T Cafeteria Worker
Amber Barker	From Irving 21 st Century Aide to Belle 21 st Century Aide
Sarah Milnes	From KHS ISS to Central Alternative Aide
Shannon Clayes	From KHS ISS to Central Alternative Aide

Dr. Sullens recommended to approve the above listed transfers. Member DeMay seconded a motion made by Member Steffen to approve. The roll call vote showed Members DeBord, Christiansen, Salisbury, Steffen, DeMay, Dev, and Johnson all voting aye. There were no nay votes. The motion carried.

Volunteers

Max Taylor	KHS Football Coach
Grace Clucas	KHS Volleyball Coach
Carl Rohrig	KHS Bowling Coach
Kelly Ellerbrock	KHS FFA
John Cernovich	Central Elementary Football Coach
Brandon Peart	Central Elementary Football Coach
Robert Hoopes	Central Elementary Football Coach
Josh Hicks	Central Elementary Football Coach
Adam Cernovich	Central Elementary Football Coach
Mariellen Davis	Central Elementary
Artisha Johnson	Stepladder Tutoring at Central

Dr. Sullens recommended to approve the above listed volunteers. Member DeMay seconded a motion made by Member Dev to approve. The roll call vote showed Members Christiansen, Salisbury, Steffen, DeMay, Dev, DeBord, and Johnson all voting aye. There were no nay votes. The motion carried.

Renewal/Non-Renewal of Stipend Positions

None

OTHER ACTION FROM CLOSED SESSION

None

COMMENTS FROM VISITORS AND BOARD OF EDUCATION

Ruth Kapacinkas, President of the KEA asked if the Blue Cross Blue Shield Dental plan approved by the Board only covered \$1000 of dental costs versus the \$1500 that was previously covered by the current District plan. Dr. Sullens stated that he would check on the details and get back with the answers.

Peggy Costenson, 4th grade teacher at Central School, stated she wanted to let the Board know that the resignations are going to continue with no contract in place. She stated that more teachers are looking at possibly doing this. She stated that while the staff member who resigned didn't give the notice stated in the contract, there is currently no contract in place.

President Jeff Johnson stated that they heard a lot of passionate comments about fair compensation. He is concerned because he has had KEA Members ask him where they were with negotiations and what the offer was on the table. He stated he received a letter today indicating that the author didn't know the details of any offer. President Johnson stated that he was concerned that people have passionate statements about fair compensation but don't know what is on the table. He stated he was unsure of how or what is communicated but it seemed to him before he would protest something he would want details. He said he has heard mention of stall tactics but he referred to the August 9th press release. He stated that there has been no disagreement expressed with that press release. He stated that during the third negotiation meeting the KEA indicated that they were going to file for mediation and fourteen days later they said they hadn't filed. President Johnson stated that he was personally offended to be accused of stalling when it looks like there was a two-week delay that was possibly unnecessary.

Moment of Silence for Dee Seyller-Mother of Joe Seyller (Bus Driver)

Moment of Silence for Garnet D. Humphreys-Grandmother of Dena Hodge-Bates (Neponset Principal) and Grandmother in law of Natosha Hodge (Belle Teacher)

Moment of Silence for Jerome Shinkevich-Father-in-Law of Greg DeKeyser (Bus Driver)

Moment of Silence for James Ufkin-Father of Michael Ufkin (KHS Teacher)

Moment of Silence for Linda Brown-Former Bus Aide and Mother of Tim Boswell (Bus Driver)

EXECUTIVE SESSION OF REGULAR SCHEDULED BOARD MEETING

At 8:33pm, Member Steffen seconded a motion made by Member DeMay to enter into Closed Session to consider (C)(1)the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the District and (C) (2) to consider 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 (C) (5) the purchase or lease of real property for the use of the public body (C) (8) Security Procedures (C) (9) Student Disciplinary Cases (C) (11) Litigation, * 5ILCS 120/2 Open Meetings *The School Code of Illinois/2022*. Voice roll vote showed all present Members voting aye. The motion carried.

ADJOURNMENT

Member Steffen seconded a motion made by Member DeMay to adjourn the meeting. A voice vote from Members DeMay, Dev, DeBord, Christiansen, Salisbury, Steffen, and Johnson was heard all voting aye. There were no nay votes heard. The motion carried.

The meeting was adjourned at 10:00 pm.

JEFF JOHNSON, PRESIDENT

JON DEBORD, SECRETARY