

**KEWANEE COMMUNITY UNIT SCHOOL DISTRICT #229
BOARD OF EDUCATION MEETING-SEPTEMBER 18, 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 6:01 pm, Member Christiansen 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.

At 7:17 pm Member Dev seconded a motion made by Member Steffen 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, R Kapacinskas, J Anderson, A Johnson, C Weir, J Vickrey, C Smith, P Costenson, S Minton, K Johnson, T Platz, L Cheline, L Murphy, Z Murphy, S Torres, J Martin, L Martin, K Johnson, N Kubiak, S Hinton, K Witte, G Jurgensen, B Bates, K Wager, L Meza, A Clementz, J DeMay, K Jewell, K Murphy, R Murphy, P Diaz, C Tuttle, J Tuttle, R Comer, L Bridgewater, H Strickler, B Strickler, R Allen, E Allen, J Bennett, C Conley, L Carmichael, W Landsiedel, H Verscha, A Conner, C Hamerlinck, J Peart, L Brown, M Byers, U Gruber, J Comish, H Olalde, L Stisser, A Hoadley, D McDowell, J Moore, K Laue, S Smith, J Hogeboom, T Conover, M Shrek, T Shrek, G Moore, J Cheline, H Safiran, A Binek, J Bates, S Ince, G Arzola, L Nolan, K Jurgensen, A Weston, W Corral, M Corral, M Gustafson, A Wolf, G Youngmark, G Neubert, M Neubert, K Anderson, S Paxton, P Comer, B Kirsch, A Kirsch, L Yarger, D Yarger, M Reiter, A Kluever, V Kluever, R Carton, K Carton, J Polowy, J Chapman, A McDowell, N Enderle, S Saey, A DeSmit, N Vasquez, E Burkhart, J Anderson, L Ruemker, B Krohn, T Johnston, B Johnston, C Eads, C Osborne, G Gerard, T Sheets, E Burns-Sheets, A Miler, J Miler, T Miler, J Plum, K Murphy, D Murphy, C Conley, A Reiter, H Abernathy, G Polowy, A Hawkins P Schneider, S DeSmit, M Nelson, J Bartelt, S Burkhart, A Anderson, E Robinson, A Stisser, J Doan, T Ridings, H Barnes, B Wieser, M Bates, 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.

SINE DIE-BUDGET HEARING

President Johnson called for a motion at 7:32 pm for Sine Die to enter into the 2023-2024 Budget Hearing. Member Salisbury seconded a motion made by Member DeBord to enter into the Budget Hearing. A voice vote was heard with all Members voting aye. No nay votes were heard. The motion carried.

ROLL CALL BY SECRETARY

The roll call showed Members DeMay, Dev, DeBord, Christiansen, Salisbury, Steffen, and Johnson all present.

PRESENTATION OF THE 2023-2024 BUDGET BY THE SUPERINTENDENT

Superintendent Sullens presented the proposed 2023-2024 Budget to the Board of Education. Technically, the fiscal year began July 1, 2023 and will end on June 30, 2024. The budget is developed by considering the projected revenues and expenses. The estimated fund balances as of July 1, 2023 are \$12,100,565 in the Ed Fund, \$2,121,883 in the Building Fund, and \$1,026,584 in the Transportation Fund. The projected revenues are \$27,367,525 in the Ed Fund, \$3,030,700 in the Building Fund, and \$1,530,000 in the Transportation Fund. Total projected expenditures are \$27,111,180 in the Education Fund, \$2,867,995 in the Building Fund, and \$1,492,875 in the Transportation Fund. Projected ending balances including provisions for contingencies, revenue minus expenses is \$256,345 for the Ed Fund, \$162,705 for the Building Fund, and \$37,125 in the Transportation Fund. The expenditures all include contingencies.

PUBLIC AND BOARD COMMENTS

None

ACCEPTANCE OF THE 2023-2024 BUDGET

President Johnson called for a motion to accept the 2023-2024 Budget as presented. Member Steffen seconded a motion made by Member DeBord 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.

ADJOURNMENT

President Johnson called for a motion to adjourn Sine Die at 7:42 pm. Member Dev made a motion to approve. Member DeMay seconded the motion. A voice vote was heard with all Members voting aye. No nay votes were heard. The motion carried.

SINE DIE

INVITED GUESTS

Eleanor Burkhart, KHS Key Club President, informed the Board that she and Hannah Moore were able to attend the Key Club International Convention in Anaheim, California. They traveled with a cohort of Key Club members of the Illinois and Eastern Iowa District. She stated that during their time at the convention they met students from all fifty states and countries from around the world. They were able to attend workshops, enjoy motivational speakers, and participated in caucusing and the House of Delegates. She stated they were also able to visit Disneyland with Key Clubbers from around the world and watched fireworks in Downtown Disney. She informed the Board that the highlight for her was meeting Princess Sarah Culberson of Sierra Leone and learning about her work in education, diversity, and inclusion. Miss Burkhart stated that she learned how to increase the impact that the KHS Club has on the school and the community. She stated that the KHS Key Club has big goals this year including fundraising for the Thirst Project. The Thirst Project provides safe and clean drinking water to communities around the world. Miss Burkhart stated that this year the KHS Key Club is increasing the number of service activities they participate in. They plan to apply for the State Award of Distinguished Club at the Illinois and Eastern Iowa District Convention. She stated that the KHS Key Club has over 100 members this year and aim to promote serving and caring as a way of life.

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 VI, VII & VIII. Member Dev seconded the motion made by Member Christiansen to approve consent Items VI, VII & VIII. 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

Gary Moore, Mayor of Kewanee, worked for the Kewanee Police Department for 25 years and was President of the Union for many years. He stated that he was on the contract negotiating committee and with the first contract he negotiated the then Mayor looked at it briefly and said no. He stated that it took a new mayor coming in to settle the contract and that when presented with a fair requests the Mayor accepted the proposals. Mayor Moore stated that no one wants to feel unappreciated and we all want to be recognized for a job well done. He stated that the best way for an organization to do that is to give employees a fair and competitive wage. He stated that when he started with the KPD the officers were some of the lowest paid in the area and they handled more calls than the rest of Henry County combined. He stated that KPD would train

dispatchers and they would leave the KPD for higher paying positions. He stated that as Union President, he fought for raises for the dispatchers in addition to the overall raises the department received. He stated that with the raises turnover decreased and morale was up substantially. He stated that all parties need to be fair. He stated that teachers need to be paid a competitive wage that will keep them here. He stated that if you boost the morale of the teachers, he believes that they will be better teachers than they already are. Mayor Moore stated he doesn't know all the factors involved in the situation, but knows that many educators are drastically underpaid. He stated that for the sake of the students in the District, he implores both sides to come to the table with open minds, fairness in their hearts, and the best interest of the students first and foremost.

Hannah Safiran, fourth year teacher at KHS, stated that in her time with the District she has met many wonderful educators. She stated that the culture here is aimed at providing the best support and opportunities to our students. She stated that she believes every educator here has a challenging job and genuinely cares about the wellbeing of the students and their coworkers. She stated that she wants her colleagues to feel valued and to stay with the District. Ms. Safiran stated that an important way for them to feel valued is by offering a competitive salary that meets or exceeds area Districts.

Katie Anderson, Dance Coach at KHS, parent of three KHS students, and taxpayer, she stated that her children have had a wonderful experience in the Kewanee District. She stated that she is thankful that they chose to move to the Kewanee District from Galva. She stated that when she started as an educator twenty-five years ago that young educators were hired because they were cheap. Mrs. Anderson stated that today there is a teacher shortage and it doesn't matter how much education you have you are going to get hired. She stated that it concerns her the quality educators who are here are going to find other places to go and those who have been here aren't being valued for their loyalty will find other places to go. She stated that she is concerned that the young teachers who are building some amazing programs that her kids are a part of will leave. She asked the Board to settle the contract and pay the teachers a fair wage because they deserve it and the kids deserve it. She stated she hopes that she can continue to be proud to send her children to this District.

Jessica Hogeboom, 4th grade teacher at Central, stated that they are one month and three days without a contract. She stated that the negotiating process began in April and is still not finished. She stated that this is a matter that should have to Board full attention and should be the number one priority on the to do list. She stated that there are a lot of things that teachers teach their students that are not in the lesson plans. They include using your voice and be independent, to speak out when they are not being heard. She stated that it is now the teacher's turn, they are doing this for themselves as well as the students. She stated they are showing the students unity, to have worth in themselves, courage, and bravery. Ms. Hogeboom stated that they could go on strike if they needed to. She stated that they don't want to be out of work, don't want the kids out of school, and don't want kids out of sports because sometimes that is all they have. She stated that they are speaking for the teachers, cafeteria staff, secretaries, aides, paras, bus drivers, maintenance crew, and support staff. She stated that they have to fight for themselves because if they don't we will lose experienced hard working staff. She stated that she is a better teacher because she has a great team around her. She stated that staff doesn't feel respected and valued. Ms. Hogeboom stated that it is 2023 and staff are done settling for the bare minimum. She stated that staff show up for kids every day and deserve to be paid what they deserve and give them the years they have earned.

Emily Robinson, 5th grade teacher at Central, stated that she was at the meeting as a parent. She stated that she was raised a Boilermaker, her husband graduated a Boilermaker, and her children are being raised to be a Boilermaker as well. She stated that she was raised to be a Boilermaker by her parents. She stated that her late father, Garry Costenson, was a Founder of the Athletic Hall of Fame and served on the School Board and her mother has worked for the District since she was a young child. Mrs. Robinson stated that she can't imagine her kids attending anywhere else. She asked the Board to work with the KEA and negotiate a contract that is fair for all teachers and support staff here and attracts quality educators.

Chrissy Smith, parent of four Kewanee District students, stated that two of her students have IEPs. She stated that she has concerns for her children with IEPs. She stated she wants to make sure that if a contract is not settled that students with IEPs will continue to receive their services. She stated that the last shutdown due to COVID was detrimental to her oldest child and it changed the course of his life, her life, and his education. She stated that she refuses to allow that to happen to her youngest child. Ms. Smith stated that she wants the Board and Dr. Sullens to assure her that if a contract isn't settled that her children will be taken care of.

Zach Murphy, Coach, citizen, and parent of future Boilermaker, stated he had three things to discuss. He stated that there

needs to be a change in culture because right now throughout our world there is a culture of winners and losers. He stated that all of the discourse he is hearing around the negotiations is a constant reminder of this winning and losing rhetoric. He stated that negotiations need to be a collaborative experience without emotions. Mr. Murphy stated that the teacher shortage continues to be a problem. He stated that in the last ten years there are 20% less people pursuing education degrees. He stated that studies have shown the reasons are lack of salary, lack of career advancement, and administrative disrespect. He stated that if things continue like they have been we won't have any teachers. Mr. Murphy stated that another study compared teacher wages with other industries that have similar education levels and it showed teachers were paid 32% less. He told the Board that he wanted to be proud of them but it is really hard right now. He stated that though the grapevine in town he has been hearing lots of stuff and he wanted to remind the Board to think of the people you represent.

Stephanie Smith, 2011 graduate of KHS, stated that she has important people in her life who are educators in the Kewanee District and is a licensed daycare provider of students who attend the District. She stated that educators are some of the most influential individuals in our children's lives and have the weight of the world on their shoulders. She stated that she believed that no sum of money can touch what these men and women deserve, but they do deserve to be paid accordingly for the time, energy, and effort they put into their students daily. She stated that they should be able to comfortably pay their bills and provide for their children. Mrs. Smith stated that losing staff to other Districts is not ideal and being closed due to a strike is not ideal but students shouldn't be stuck in a disagreement that adults can't find a solution for.

Tim Ridings, Kewanee resident, stated that this is an important meeting and the seats in the auditorium should be filled. He stated that he represents the News Journal of Kewanee Facebook page. He stated that in his self-taught education between 2013 and 2020 he learned that the curricula in public schools changed drastically in the 20th century. He stated that it changed from a Christian biblical philosophy to a secular humanist philosophy. Mr. Ridings asked that after negotiations are completed if there could be an open forum to discuss how to change the public schools' systems and philosophies.

Jason Bates, parent of KHS students, stated that he stood at a Board Meeting a few months ago complimenting the Board on how great the programs his kids were involved in were. He mentioned that the time he stated that the Board should make sure to keep those involved in the programs here and that they are good at what they do. He stated that his family moved to Kewanee from Galva two years ago to give his children more opportunities. He stated that they are happy with their decision to come to the District. He stated that one of the biggest things in community is your schools and the biggest thing in those schools are your students and educators. Mr. Bates stated that like our body without a heart our body is an empty vessel and without these teachers the buildings are empty vessels. He asked the Board to look at the situation as if you not just paying your employees, but you are paying your family, friends, and community members. He stated that in the future some area Districts are going to have to make some tough decisions sooner or later and he hopes they look here. Mr. Bates asked the Board to take some action and get this resolved and help our family, friends, and community.

Cheryl Osborne, teacher at KHS, stated that she has lived in Kewanee for a long time and is upset about the amount of hostility she sees on Facebook and hears in public between both sides. She stated that she believes that the union and school district should be on the same side, which is for the students. She stated that we should be trying to come up with the best plan and deal, what is the best for the educators and the school district. Mrs. Osborne stated that like any partnership there has to be give and take by each side. She stated that from what she understands the last two contracts the teachers have taken quite a bit less than what they have wanted. She stated she believes that now it is the school boards turn to be on the giving side and let the teachers take a little bit more this time. She also stated that the salary schedule is important to the teachers and that it is the norm for Districts to have them. She asked the Board to consider reinstating the salary schedule. Mrs. Osborne stated she hopes that both sides can stop squabbling with each other and trying to win. She stated that right now there are no winners, only losers. She stated that a deal is needed where everyone wins, where teachers feel like they are paid fairly and the Board gets to attract and keep quality educators.

REPORT FROM ADMINISTRATION

Superintendent

Enrollment Numbers

Dr. Sullens stated that District August 2023 enrollment is down slightly from the May 2023 enrollment numbers. Total enrollment is at 1945 students versus 1950 students enrolled in May 2023. At Kewanee High School, the enrollment numbers are at 609 students. He stated that hopefully the pre-k numbers will continue to increase.

Summer Maintenance Crew

Dr. Sullens thanked the maintenance crew for their hard work.

FOIA Requests

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

Mr. Atwell-KHS Athletic Director

KHS Athletics

Mrs. Baney presented for Mr. Atwell and informed the Board of the IHSA Regional and Sectional dates and locations.

Mrs. Baney-KHS Principal

KHS Homecoming-September 22nd

Mrs. Baney gave the Board the dates for Homecoming activities throughout the week. Mrs. Baney informed the Board that Remy Hicks and Gustavo Bermudez were named Freshman Attendants, Gabby Hampton and Reece Weir were named Sophomore Attendants, and Alejandra Martinez and Davontae Jordan were named Junior Attendants. She stated that Eleanor, Burkhart, Elena Jackson, Melissa Fragoso, Cooper Bates, Brady Clark, and Jackson Hawkins were named Senior Attendants.

Mr. Anderson-Central Principal

Jr. High Softball

Mr. Anderson informed the Board that the softball team lost in the Regionals to the eventual Regional Champions.

Mr. Anderson stated that there are 81 players out for the 5th-8th grade football team. The 5th/6th grade team has 42 players and the 7th/8th grade team has 39 players. He stated that for this year's girls' basketball teams they had to move some 6th grade girls up due to low numbers. There is a total of 30 girls out for basketball.

Mr. Anderson also informed the Board that Marc Nelson will be showing his artwork at WIU on October 24th. There will be more information to follow.

SUPERINTENDENT COMMITTEE REPORTS

None

UNFINISHED BUSINESS

KHS Fieldhouse/Locker Rooms

Dr. Sullens stated that project moving forward and is enclosed but doesn't have a final roof. They currently don't have a delivery date for the final custom roof. The lockers are estimated to be delivered and installed later in October. Once delivered it will take crews around two days to install.

Lyle Addition

Dr. Sullens informed the Board that they are still waiting to finalize the project but are getting close.

NEW BUSINESS

Consideration and Approval of EIS Administrator and Teacher Salary and Benefits Report for FY/23

Dr. Sullens recommended approving the EIS Administrator and Teacher Salary and Benefit Report for FY23 as presented. Member Steffen seconded a motion made by Member Salisbury 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 KHS Graduation Date: May 19, 2024 at 1:00 pm

Dr. Sullens recommended setting May 19, 2024 as the KHS Graduation date. Member DeBord 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 heard. The motion carried.

Consideration and Approval of Irving 3rd Grade Report Card Changes

Dr. Sullens recommended approving the changes to Irving's 3rd grade report card. The changes will align the report card with the report cards at Central. Member DeMay seconded a motion made by Member Steffen to approve. The roll call vote showed Members Salisbury, Steffen, DeMay, Dev, DeBord, Christiansen, and Johnson all voting aye. There were no nay votes heard. The motion carried.

Consideration and Approval of Resolution declaring the intention to issue \$1,500,000 Working Cash Fund Bonds for the purpose of increasing the Working Cash Fund of the District, and directing that notice of such intention be published in the manner provided by law

Dr. Sullens recommended approving the \$1,500,000 Working Cash Fund Bonds. These bonds will replace previous Working Cash bonds. The current tax rate will remain roughly the same. Member DeBord seconded a motion made by Member Christiansen to approve. The roll call vote showed Members Steffen, DeMay, Dev, DeBord, Christiansen, Salisbury, and Johnson all voting aye. There were no nay votes heard. The motion carried.

Consideration and Approval of Resolution Renewing the Treasurers Bond at a 10% level

Dr. Sullens recommended approving the renewal of the Treasurers Bond at a 10% level. Dr. Sullens stated that previously District's had to have 20% level. There was a statute passed this summer changed the amount. Member Dev seconded a motion made by Member DeMay to approve. The roll call vote showed Members DeMay, Dev, DeBord, Christiansen, Salisbury, Steffen, and Johnson all voting aye. There were no nay votes heard. The motion carried.

Consideration and Approval of Resolution in Support of the Safe Routes to School Grant

Dr. Sullens recommended approving a Resolution in support of the Safe Routes to School Grant. The City of Kewanee is submitting an application for grant funding. The request for grant funding will continue the project of installing sidewalks from Belle to Lakeland Terrace. Member Christiansen seconded a motion made by Member Dev 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 Superintendent to Enter into a Solar Project at Belle Alexander School with BOW Renewables (Mike Massie local counsel for BOW Renewables)

Dr. Sullens recommended entering into a Solar Project at Belle Alexander School with BOW Renewables. The plan is to add a solar farm in the field behind Belle Alexander School. Dr. Sullens stated that the area is currently farmed by the FFA. He has spoken with Mrs. Callahan and she is on board with the project. The project will follow all of the local rules in regards to fencing, etc.

Member Steffen seconded a motion made by Member Salisbury 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.

ACTION FROM CLOSED SESSION PERSONNEL:

Resignations

Julie Padilla	Cafeteria Sub-Effective 8/28/23
Heather Pratt	District Maintenance-Effective 9/29/23

Dr. Sullens recommended to approve the above resignations. Member Dev seconded a motion made by Member DeBord 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.

Retirements

Kelli Jackson	Title I Teacher at Belle-Effective the end of the 2026-2027 school year
Krystal Vallero	Irving Aide/Library-Effective 10/1/2023

Dr. Sullens recommended to approve the above retirements. Member DeMay seconded a motion made by Member Steffen 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.

Dismissal

None

Hires

Miachel Kerschietter	Central 5 th Grade Teacher
Mariah Bishop	Belle P/T Playground Supervisor
Abby Blades	Neponset 8 th Grade Sponsor
Kelly VanWinkle	KHS Freshman Class Co-Advisor
Tara Hicks	KHS Freshman Class Co-Advisor
Jared Hahn	Central Jr. High Track Coach
Tony Ramos	Central Jr. High 8 th Grade Boys Basketball Coach (1-year commitment)
Aaliyah Pickering	Belle 21 st Century Student Helper
Ashtyn Younglove	Neponset 21 st Century Aide

Dr. Sullens recommended to approve the above hires. Member Christiansen seconded a motion made by Member Dev 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.

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

Leaves

None

Student Teachers

None

Transfers

Tyler Russell	From Central Jr. High 8 th Grade Boys Basketball Coach to Central Jr. High 7 th Grade Boys Basketball Coach
Maria Fragoso	From F/T Central Secretary to P/T Payroll Assistant and P/T Central Secretary
Jaci Greenhagen-Ince	From Central Aide to KHS Transportation/12 Month Secretary
Gillian Jurgensen	From P/T Belle Paraprofessional to F/T Belle Paraprofessional
Nevyah Lewis	From Belle P/T Playground Supervisor to Belle P/T Paraprofessional
Thalia Padilla	From P/T Cafeteria Worker to F/T Cafeteria Worker
Daryl Bollman	From 1 st Shift Custodian at Central to 3 rd Shift Custodian at Central

Dr. Sullens recommended to approve the above listed transfers. Member Dev seconded a motion made by Member DeBord 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.

Volunteers-Vote #1

Jeff Ellerbrock	KHS FFA
Marcos Pagan	KHS Band
Bethany Olalde	KHS Band
Jordan Comish	KHS Band/Choir/Musical
Christina Walker	Central Jr. High Cheerleading

Dr. Sullens recommended to approve the above listed volunteers. Member Christiansen seconded a motion made by Member Steffen 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.

Volunteers-Vote #2

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

Renewal/Non-Renewal of Stipend Positions

None

OTHER ACTION FROM CLOSED SESSION

None

COMMENTS FROM VISITORS AND BOARD OF EDUCATION

Nicole Enderle, 6th grade teacher at Central, wanted to comment on one of the themes from earlier speakers, the revolving door of staff. Mrs. Enderle stated that one of her students from last year made her promise not to leave her like her previous three teachers. She stated that the student's third, fourth, and fifth grade teachers had left the District after the student had been in their classroom. Mrs. Enderle stated that it is imperative that we come to an agreement for our students and our educators to prevent the revolving door from happening. She stated that she feels it will get worse if we don't stand up and take action now.

Member Christiansen stated that she feels badly that things have become so contentious between the Board and teachers. She stated that she volunteered to be on the negotiation committee because she thought they had an opportunity to show gratitude to one another. They had the opportunity to correct the wage compression for newer staff and build for the future and the opportunity to increase the pay for non-certified staff and those who lead extracurricular activities/coaches. She stated that she was excited to join the insurance coop to significantly lower the insurance costs. Member Christiansen stated that it takes two parties negotiate and she hasn't seen very much of that. She stated that she wanted to address an issue that causing a lot of misunderstanding. She stated that data that has been on the informational material posted on social media and is being mentioned around the community. Member Christiansen stated that when average teacher salaries are shared like they have been it gives an inaccurate idea to how they compare. She stated that in order to compare two districts you need to have the exact same number of teachers, the exact same longevity, and the exact same level of education. She gave the example that Kewanee has approximately 133 teachers with nearly half of them within the first seven years of their careers and 30% have a Master's degree. She stated that in comparison the Princeton High School District, which was listed on the KEA information, has 33 teachers and 63% have Master's degrees and several are older with some longevity. Member Christiansen stated that 49% Geneseo District educators have a Master's degree or higher and that 22 are Nationally Certified Teachers. Member Christiansen stated that she doesn't believe that the data should be published like it has been.

President Jeff Johnson stated that he appreciated the comments from visitors and thought the tone was better than last month. He stated that he agrees there has been a lot of hostility, disrespect, misinformation, and rumors. He stated that himself and the rest of the Board are there to enhance the students' lives and prepare them for success. They are there to improve the District and the community. He stated that he has been receiving some nasty emails, many of them anonymous. He stated that some of what is on social media and the rumors have been turning up the temperature on the situation and he doesn't feel it is productive or will get us any closer to an agreement. President Johnson stated that he is confident that they will have an agreement.

Moment of Silence for Terence "Terry" Madsen-Brother of Lori Christiansen (Board Member) and Uncle of Brea Cinnamon (KHS Volleyball Coach)

Moment of Silence for Brandon Evans, 2016 Graduate of Kewanee High School

EXECUTIVE SESSION OF REGULAR SCHEDULED BOARD MEETING

At 8:55pm, Member Dev 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.

ADJOURNMENT

Member DeMay seconded a motion made by Member Dev 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 9:41 pm.

JEFF JOHNSON, PRESIDENT**JON DEBORD, SECRETARY**