

**Minutes of the REGULAR Meeting of the Board of Education  
Community Unit School District No. 4, Champaign County, Illinois  
Mellon Administrative Center, 703 S. New Street, Champaign, Illinois  
July 11, 2016 within the Boundaries of Said District**

Regular Meeting

Board President Chris Kloeppe called the Regular Meeting of the Board to order at 5:33 p.m.

**Board Members Present**

Amy Armstrong, Gianina Baker, Chris Kloeppe, Kathy Richards, Kathy Shannon, Lynn Stuckey, Jonathan Westfield (arrived at 5:38 p.m.)

**Staff Members Present**

Superintendent Judy Wiegand, Deputy Superintendent Laura Taylor, Assistant Superintendent Susan Zola, Assistant Superintendent Angela Smith, Executive Director of Human Resources, Ken Kleber, Chief Financial and Legal Officer Tom Lockman

**Approval of Agenda**

Member Shannon moved, with a second by Member Baker to approve the agenda as presented. The motion carried on voice vote. Ayes 6. Nays 0.

**Executive Session**

Member Richards moved, with a second by Member Armstrong, to adjourn into *Closed Session* in accordance with the Illinois Open Meetings Act (5 ILCS 120/2c) Negotiations 120/2(c)(2) and Property Acquisition/Lease/Purchase 120/2(c)(5). The motion carried on roll call. Ayes 6. Nays 0.

The Board convened into *Closed Session* at 5:35 p.m.

**Open Session**

The Board convened into *Open Session* at 6:05 p.m.

**Guests**

Representatives from CFT, local media and other interested persons

**Reports: New Business**

Summer Trades Apprenticeship: Marc Changnon

We just completed the second year of the Summer Trades Apprenticeship with eight high school students completing the two week, 60 hour course. Unit 4 in partnership with the Plumbers & Pipefitters Local 149 gave students classroom and shop instruction in numerous disciplines within the trades (painters, plumbers & pipefitters, electrical, and many more). Unit 4 furnishes a certified instructor and the Plumbers & Pipefitters have an instructor who both worked with students. Class started each day at 8:00 a.m. and concluded at 2:30 p.m. with lunch provided.

The costs associated with this course included the compensation for the Unit 4 instructor, cost of lunch for the eight students (\$350.00) and Unit 4 transportation to and from both high schools. The students shared that they thoroughly enjoy the experience and learned a great deal about the various trades that operate in the Champaign-Urbana area.

This was an informational item and no action was required by the Board.

**Action Agenda: New Business**

Administrative Appointment – Assistant Principal at Garden Hills Elementary: Ken Kleber  
Member Stuckey moved, with a second by Member Richards to approve the Administrative Appointment – Assistant Principal at Garden Hills Elementary. The motion carried on roll call. Ayes 7. Nays 0.

The position of Assistant Principal at Garden Hills Elementary was advertised through the District's website. Eight (8) people were interviewed by a team of District administration and licensed staff representatives. Three (3) candidates returned for Level II interviews. Dr. Hillary Stanifer was selected as the most outstanding candidate.

Prior to relocating to the Champaign Community with her family, Dr. Stanifer served as Principal of Liberty Middle School with CUSD 7 in Edwardsville, Illinois (2011-2016). Prior to her role as principal at Liberty Middle School, she served Liberty as the Assistant Principal (2006-2011). Dr. Stanifer's teaching experience includes Mathematics Teacher at Liberty (2000-2006), Mathematics Teacher with Collinsville School District (1999-2000), and Mathematics Teacher with Bedford Public Schools in Michigan (1990-1999).

Dr. Stanifer earned her Bachelor of Education Degree in Business & Math from Indiana Wesleyan University in 1990. She earned her Master's Degree in Educational Leadership from Eastern Michigan University in 1994. She received her Specialist Degree in Educational Administration in 2012 and her Doctorate in Educational Leadership in 2014, both from Southern Illinois University-Edwardsville.

The effective date of Dr. Stanifer's appointment is August 1, 2016. This is a 215 days/year position. The recommended salary for Dr. Stanifer is \$63,604, plus all appropriate Board-approved administrator benefits. Upon finalization of a new administrative salary table, Dr. Stanifer's salary for the 2016-2017 school year will be adjusted in accordance with established District procedure. Annual evaluation will be completed by the appropriate supervising administrator.

District administration recommended the appointment of Dr. Hillary Stanifer as Assistant Principal of Garden Hills Elementary effective August 1, 2016 at the above-listed salary and appropriate fringe benefits.

Administrative Appointment – Interim Administrator at Novak Academy: Ken Kleber  
Member Shannon moved, with a second by Member Stuckey to approve the Administrative Appointment – Interim Administrator at Novak Academy. The motion carried on roll call. Ayes 7. Nays 0.

The position of Administrator of Novak Academy is currently vacant due to the appointment of Tony Maltbia as the Executive Director of Student, Family & Community Supports effective July 1, 2016. District administration recommended that this vacancy be filled on an interim basis for the 2016-2017 school year by current Jefferson Middle School Associate Principal Danielle Cook.

Ms. Cook has served as Associate Principal at Jefferson Middle School since August 2013. Prior to joining Unit 4 Schools, Ms. Cook was an Assistant Principal at Bloomington High School for one school year. Ms. Cook has also previously served Urbana High School as an Assistant Principal of Discipline and Attendance for five years and a Dean of Students for three years. Her teaching experience includes serving as a Special Education teacher for Bloomington

Junior High (3 years), Special Education Teacher for East Peoria Junior High (4 years), and Special Education Teacher for Peoria Schools (6 years).

Ms. Cook earned a Bachelor of Science in Special Education - Learning Disabilities & Behavior Disorders from Illinois State University in 1991. She earned her Master of Science in Education - Education and Leadership from St. Xavier University in 1997 and a Certificate of Advanced Study - Administration from Illinois State University in 2001.

The effective date of Ms. Cook's appointment at Novak Academy is July 1, 2016. This is a 260 days/year position. The recommended salary for Ms. Cook is \$78,984, plus all appropriate Board-approved administrator benefits. Upon finalization of a new administrative salary table, Ms. Cook's salary for the 2016-2017 school year will be adjusted in accordance with established District procedure. Annual evaluation will be completed by the appropriate supervising administrator.

District administration recommended the appointment of Ms. Danielle Cook as Interim Administrator of the Novak Academy effective July 1, 2016 at the above-listed salary and appropriate fringe benefits.

Administrative Appointment – Interim Associate Principal at Jefferson Middle School: Ken Kleber

Member Westfield moved, with a second by Member Richards to approve the Administrative Appointment – Interim Associate Principal at Jefferson Middle School. The motion carried on roll call. Ayes 7. Nays 0.

The position of Associate Principal of Jefferson Middle School is currently vacant due to the appointment of Danielle Cook as Interim Administrator of Novak Academy effective August 1, 2016. District administration recommended that this vacancy be filled on an interim basis for the 2016-2017 school year by current Jefferson Middle School Assistant Principal Jesse Guzman.

Mr. Guzman has served as Assistant Principal of Jefferson Middle School since August 2014. Mr. Guzman joined Unit 4 Schools in August 2005 as a Social Science Teacher assigned to Edison Middle School. Additionally, Mr. Guzman has served as Unit 4's Middle Level Summer School Co-Principal every summer since 2014.

Mr. Guzman holds a Bachelor of Arts degree in Secondary Education, majoring in Social Studies, from St. Louis University (2005), and a Master of Science in Educational Administration from the University of Illinois (2014).

The effective date of Mr. Guzman's appointment is August 1, 2016. This is a 215 days/year position. The recommended salary for Mr. Guzman is \$70,859, plus all appropriate Board-approved administrator benefits. Upon finalization of a new administrative salary table, Mr. Guzman's salary for the 2016-2017 school year will be adjusted in accordance with established District procedure. Annual evaluation will be completed by the appropriate supervising administrator.

District administration recommended the appointment of Mr. Jesse Guzman as Interim Associate Principal of Jefferson Middle School effective August 1, 2016 at the above-listed salary and appropriate fringe benefits.

Administrative Appointment – Interim Associate Principal at Edison Middle School: Ken Kleber  
Member Shannon moved, with a second by Member Richards to approve the Administrative Appointment – Interim Associate Principal at Edison Middle School. The motion carried on roll call. Ayes 7. Nays 0.

The position of Associate Principal of Edison Middle School is currently vacant due to the year-long military leave of current Associate Principal Yvette Lane-Rose. District administration recommends that this vacancy be filled on an interim basis for the 2016-2017 school year by current Assistant Principal of Edison Middle School Jeron Blood.

Mr. Blood has served as Assistant Principal of Edison Middle School since November 2014. Mr. Blood began his teaching career in August 2010 when he joined Unit 4 Schools as a Special Education Teacher with the Functional Life Skills Program at Centennial High School.

Mr. Blood holds a Bachelor of Science Degree in Special Education (2010) from the University of Illinois Urbana-Champaign and a Master's Degree in Educational Administration and Leadership (2013), also from the University of Illinois Urbana-Champaign.

The effective date of Mr. Blood's appointment is August 1, 2016. This is a 215 days/year position. The recommended salary for Mr. Blood is \$70,659, plus all appropriate Board-approved administrator benefits. Upon finalization of a new administrative salary table, Mr. Blood's salary for the 2016-2017 school year will be adjusted in accordance with established District procedure. Annual evaluation will be completed by the appropriate supervising administrator.

District administration recommended the appointment of Mr. Jeron Blood as Interim Associate Principal of Edison Middle School effective August 1, 2016 at the above-listed salary and appropriate fringe benefits.

Administrative Appointment – Interim Assistant Principal at Edison Middle School: Ken Kleber  
Member Stuckey moved, with a second by Member Kloeppel to approve the Administrative Appointment – Interim Assistant Principal at Edison Middle School. The motion carried on roll call. Ayes 7. Nays 0.

The position of Assistant Principal of Edison Middle School is currently vacant due to the appointment of Jeron Blood as Interim Associate Principal of Edison Middle School effective August 1, 2016. District administration recommends that this vacancy be filled on an interim basis for the 2016-2017 school year by current Stratton Elementary Assistant Principal Mallory Morris.

Ms. Morris has served as Assistant Principal at Stratton Elementary since August 2014. Ms. Morris began her career in Unit 4 Schools in August 2006 as a 7<sup>th</sup> Grade English/Language Arts teacher at Jefferson Middle School.

Ms. Morris earned her Bachelor of Science degree in Elementary Education from the University of Illinois in 2006. She earned her Master's in Curriculum and Instruction in May 2010 and her Master of Education in Educational Organization and Leadership in May 2014, both from the University of Illinois.

The effective date of Ms. Morris' appointment is August 1, 2016. This is a 215 days/year position. The recommended salary for Ms. Morris is \$62,436, plus all appropriate Board-approved administrator benefits. Upon finalization of a new administrative salary table, Ms. Morris's salary for the 2016-2017 school year will be adjusted in accordance with established

District procedure. Annual evaluation will be completed by the appropriate supervising administrator.

District administration recommended the appointment of Ms. Mallory Morris as Interim Assistant Principal of Edison Middle School effective August 1, 2016 at the above-listed salary and appropriate fringe benefits.

Administrative Appointment – Assistant Principal at Kenwood Elementary: Ken Kleber  
Member Shannon moved, with a second by Member Kloeppe to approve the Administrative Appointment – Assistant Principal at Kenwood Elementary. The motion carried on roll call. Ayes 7. Nays 0.

The position of Assistant Principal at Kenwood Elementary was advertised through the District's website. Five (5) candidates were interviewed by a team of District administration, parent representatives, licensed staff representatives, and support staff representatives. Ms. Tasia Burks was selected as the most outstanding candidate.

Ms. Burks currently serves as Dean of Students at Hope Academy Magnet School with Decatur School District 61 in Decatur, Illinois. She has held this position since November 2014. Prior to this administrative assignment, Ms. Burks was an 8<sup>th</sup> Grade Language Arts Teacher at Stephen Decatur Middle School from January 2008 through October 2014.

Ms. Burks holds a Bachelor of Science in Elementary Education with endorsements in English-Language Arts and Social Sciences from Illinois State University (2007) and a Master of Science in Educational Administration from Eastern Illinois University (2012).

Ms. Burks will begin her duties as Assistant Principal of Kenwood Elementary on July 12, 2016 following formal Board approval on July 11, 2016. The recommended salary is \$60,204, plus all appropriate Board-approved administrative fringe benefits. Adjustments to the recommended salary will be made in accordance with any Board-approved administrative pay increases for 2016-2017. Ms. Burks's salary will not be prorated from July 1, 2016 (the scheduled start date for the position). Instead, she will work with her supervising administrator to make up lost contract days during the fall intersession. This is a 215 days/year position. Annual evaluation will be completed by the appropriate supervising administrator.

District administration recommended the appointment of Ms. Tasia Burks as Assistant Principal of Kenwood Elementary effective July 12, 2016 at the above-listed salary and appropriate fringe benefits.

Appointments – Board Committees/Representatives: Dr. Judy Wiegand  
Member Shannon moved, with a second by Member Richards to approve the Appointments – Board Committees/Representatives. The motion carried on roll call. Ayes 7. Nays 0.

From time to time, Board members have been asked to serve on committees to represent the District. The administration prepared the following list of committee appointments, including committees of the Board (e.g., negotiations teams), and committees that serve other organizations (e.g., Illinois Association of School Boards).

Committee	Estimated Time Commitment	2016/2017 Member(s)
*CFT Areas of Consultation	Monthly	Chris Kloeppe Kathy Shannon
*CFT Negotiations Team	Several meetings - negotiation years	Chris Kloeppe Kathy Shannon
*CESP Areas of Consultation	Monthly	Amy Armstrong Kathy Richards
*CESP Negotiations Team	Several meetings - negotiation years	Amy Armstrong Kathy Richards
Controlled Choice Committee	Twice per Year	Amy Armstrong Kathy Richards
Curriculum Steering	Quarterly	Kathy Richards Gianina Baker
Discipline Advisory/Equity	Approximately 6 meetings per year (4:00-5:00)	Jonathan Westfield Lynn Stuckey
EEE Committee	Twice per Semester	Jonathan Westfield Kathy Shannon
IASB Governing Board Representative		Gianina Baker
Strategic Planning	As needed	Amy Armstrong Lynn Stuckey

\*Contractual/Legal/Non-Operational Committees

Administration recommended that the Board of Education update representation for the 2016-17 school year.

Adopt-A-School: Dr. Judy Wiegand

Member Stuckey moved, with a second by Member Richards to approve the Adopt-A-School list for the 2016-17 school year. The motion carried on roll call. Ayes 7. Nays 0.

In May, 2012, a Superintendent’s Book Study was conducted as a means to begin discussions on issues pertinent to the future of Unit 4 in the areas of curriculum, instruction, and assessment. The premise of the book and the discussions were:

- Discuss how district leadership drives student achievement
- Emphasis on strong communication- especially with the school board
- Determine principles for effective instruction & assessment
- Establish “non-negotiables” for instruction and achievement
- Identify instructional and assessment frameworks
- Define what social justice leadership means in Unit 4
- Develop action plans & top priorities for Unit 4

One of the sessions focused on collaborative goal setting, board alignment and allocation of resources. One of the action items was how do we make the Board a more integral part of our work. Responses from the participants included the following:

- Serve as advocates for schools, teachers and students in the District
- Building bridges between the schools and the community
- Clear communication and transparency

- Greater presence in buildings (spend “real time” with students and teachers; walkthroughs; conversations with teachers and principals)

One action to help move forward in this area was to have Board members ‘adopt’ schools to support a greater presence and spend ‘real time’ with students and teachers. Current assignments are:

Barkstall	Kathy Richards
Bottenfield	Kathy Shannon
BTW	Chris Kloeppe
Carrie Busey	Amy Armstrong
CECC	Lynn Stuckey
Centennial	Kathy Richards/Amy Armstrong
Central	Jonathan Westfield/Lynn Stuckey
Dr. Howard	Gianina Baker
Edison	Gianina Baker/Jonathan Westfield/Lynn Stuckey
FIC	Kathy Shannon
Franklin	Chris Kloeppe/Amy Armstrong
Garden Hills	Kathy Shannon/Gianina Baker
IPA	Jonathan Westfield
Kenwood	Chris Kloeppe
Jefferson	Kathy Richards/Kathy Shannon
Novak Academy	Gianina Baker/Kathy Shannon
READY	Chris Kloeppe
Robeson	Amy Armstrong
South Side	Kathy Richards
Stratton	Jonathan Westfield
Westview	Lynn Stuckey

Administration recommended the Board approve the current Adopt-A-School assignments for the 2016-17 school year.

**Reports: New Business**

2016-17 Goals and Indicators: Dr. Judy Wiegand

Research (Marzano, McRel) indicates that effective superintendents must focus on: collaborative goal setting, non-negotiable goals for achievement and instruction, use of resources to support achievement and instruction, monitoring goals for achievement and instruction, and a defined autonomy and relationship with the schools.

All of the above components are in place as evidenced by goals and indicators that have been set by the Board. Having District defined, common goals, along with a system of accountability has allowed for a tight alignment. Performance evaluations for all central office and building administrative staff are directly connected to the goals and indicators set by the Board. Having defined autonomy allows us to have an effective balance of centralized direction while allowing building level administration the freedom to respond effectively and efficiently to their students and families.

Administration shared with the Board of Education proposed Goals and Indicators for the 2016-17 school year.

This was an informational item and no action was required by the Board.

Facility Planning: Dr. Judy Wiegand

Board members shared and discussed their current thinking on facility plans and upcoming events to obtain community input.

This was an informational item and no action was required by the Board.

**Consent Agenda: Unfinished/New Business**

Member Stuckey moved, with a second by Member Shannon to approve the Consent Agenda – Unfinished/New Business. The motion carried on roll call. Ayes 7. Nays 0.

The following Consent Agenda items were approved:

SY17 Technology Lease: Dave Hohman

The Board was provided the lease agreement between the Champaign Community Unit School District #4 and Commerce Bank to review. This agreement is for the leasing of 2522 Chromebooks, 89 carts, 220 laptops, and 160 desktops that were approved at the June 13th Board meeting. The semiannual payments of \$119,038.32 will be paid for by Debt Service Fund.

There is no immediate need for additional staffing. Future staffing and professional development needs will be discussed during the school year in the District Technology Planning Committee.

Administration recommended the Board approve the lease with Commerce Bank.

Policy 405.07 – Budget – Implementation: Tom Lockman

This policy update represents the District's effort to continue to update its Board Policy manual. The updates to this policy reflect clarifications around the District's practice and approach relative to maintenance of appropriate fund balances.

Administration recommended approval of this policy.

Subrecipient Agreement Between the City of Champaign and Champaign Community School District No. 4 for the CommUnity Matters Program: Tom Lockman

The Operation Hope program is a collaborative initiative that includes funding from three sources: The City of Champaign, the Champaign Community Unit School District #4, and the United Way of Champaign County.

Operation Hope serves 100 students that attend Centennial, Central and the Novak Academy. The program is designed around four core initiatives; focused on Exposure, Experience, Engagement and Education (the 4E model). The infrastructure for success consists of:

- College/career/vocational experiences
- Academic exposure and support
- Community service
- Positive recreational involvement
- Parent Workshops

1.4 FTE positions are funded with this grant, who work as College/Career Placement Liaisons. Administrative staff as assigned.

Personnel expenses for the two program staff are projected at \$116,385 for fiscal year 2016-17. The City of Champaign contributes \$48,000 towards personnel costs, with the balance to be

covered by Unit 4. Unit 4 also covers program expenses, including College Visits, family engagement activities and staff mileage.

Program impact will be measured by the number students who: decrease their discipline referrals or suspensions (as applicable to those with a history of disruptive behavior) reach and maintain a 90% attendance rate, achieve a 2.0 GPA average, and graduate from high school in four years with a post-secondary plan in place.

Administration recommended approval of the subrecipient agreement.

Approval of Subscription Agreement Between Champaign Unit 4 Schools and Mastery Connect: Tom Lockman

This Subscription Agreement outlines the licensing agreement between Mastery Connect and Champaign Unit 4 Schools, that will provide educational programming and Professional Development sessions to the District. The subscription period is for 12 months, from July 1, 2016 through June 30, 2017.

The District will pay Mastery Connect a total of \$55,300, covering the costs of student software licenses and in-District professional development for trainers, curriculum mapping coordinators and core teachers.

Administration recommended approval of this Subscription Agreement with Mastery Connect.

Amendment and Exercise of Renewal Option: City of Champaign Police Department – Supplemental Services: Tom Lockman

The District maintains an ongoing partnership with the Champaign Police Department to provide supplemental police services for District-sponsored events where additional support is necessary or advantageous to the District. Execution of this amendment would extend this partnership through the 2016-2017 school year. The cost for the 2016-2017 school year is an hourly rate of \$57.78 per officer assigned. This is a 3.25% increase from the 2015-2016 hourly rate of \$55.96.

Administration recommended approval of the extension of the existing agreement with the Champaign Police Department.

Approval of Early Childhood BAS Upgrades Change Orders No. 1: Tom Lockman

Arlene Vespa has authority to approve change orders up to \$25,000. After that she must check with the Board President and a designated Board Member before signing the paperwork which leads to a change order. That process has been adhered to. It was necessary for the entire Board of Education to approve the following change orders processed through June 2016. Please note that the total project contingency on this project is \$0.00 which leaves the current total at \$1,390.00.

<b>CHANGE ORDER NO. 01</b>		
<b>CHANGE ORDER AUTHORIZATION</b>	<b>DESCRIPTION</b>	<b>AMOUNT</b>
CO 01	Code Issue: Field conditions will allow the reuse of existing thermostat locations; therefore, a material and labor CREDIT is being provided for eliminating new wire mold boxes and wire mold as originally specified.	-\$1,390.00
	<b>TOTAL CHANGE ORDER NO. 01:</b>	<b>(\$1,390.00)</b>

Minority and Female Business Enterprise (MAFBE) Update:

Original Total Project Contract Amount = \$131,260.00.

Percentages at time of Bid specified in Project Manual:

MBE goal = 6% (\$131,260) = \$7,875.60

FBE goal = 4% (\$131,260) = \$5,250.40

Percentages anticipated at Project Start per Contractor:

MBE = \$7,876 / \$131,260= 6%

FBE = \$5,250 / \$131,260= 4%

Percentages after Change Order No 01:

No change.

Administration recommended Board approval of the change order CREDIT for Early Childhood totaling -\$1,390.00.

Approval of Central High School Combes Gym Floor Repair Change Order No. 1: Tom Lockman

Arlene Vespa has authority to approve change orders up to \$25,000. After that she must check with the Board President and a designated Board Member before signing the paperwork which leads to a change order. That process has been adhered to. It was necessary for the entire Board of Education to approve the following change orders processed through June 2016.

<b>CHANGE ORDER NO. 01</b>		
<b>CHANGE ORDER AUTHORIZATION</b>	<b>DESCRIPTION</b>	<b>AMOUNT</b>
CO 01	Field Issues: The Base Bid included an allowance of \$4,000.00 for unforeseen field conditions. None of this allowance was used. Upon demolition and inspection of existing conditions, the area of work was reduced. Cost reflects less material and labor for the project.	-\$9,100.00
	<b>TOTAL CHANGE ORDER NO. 01:</b>	<b>(\$9,100.00)</b>

The total of the change orders for Central High School Combes Gym Floor Repair is a CREDIT of -\$9,100.00.

Administration recommended Board approval of the change order CREDIT for Central High School Combes Gym Floor Repair totaling -\$9,100.00.

Approval of Cafeteria Equipment Bid: Tom Lockman

Board policy states that bids will be solicited when items are expected to exceed a total of \$25,000. As part of the bid process, bids were posted on the District's website and advertised in the News-Gazette for an ABC Series Gas Boilerless Combi Oven Steamer. Bids were received from 4 vendors and opened on June 21, 2016. The lowest bid was received from Douglas Equipment for \$30,985.47. The Oven Steamer costs will be charged to the 2016-17 Food Service budget.

Administration recommended that the Board approve the purchase of an ABS Series Gas Boilerless Combi Oven Steamer from Douglas Equipment for \$30,985.47.

Centennial High School 2017 Spring Trip to Spain and France: Dr. Laura Taylor

The Spanish and French departments at Centennial are combining efforts to offer students an international travel opportunity to both Spain and France during Spring Break 2017. This trip directly aligns with not only the curriculum of both language courses, but also with the goals of language study. It is hoped that students develop into globally-minded citizens by providing them the opportunity to apply what they learn in the classroom to real-world contexts. A trip like this will help students gain a broader understanding of the world they have studied in their language classes and enable them to develop new perspectives on practices different from their own. In addition, this trip will help students become more independent and responsible, important qualities as they begin to transition into young adulthood.

The proposed trip will take place March 15-March 23, 2017. Destinations include Paris, Barcelona, and Madrid. The student to chaperone ratio is 6:1 (maximum). Students will be with a chaperone at all times during the trip. Travel will be arranged by the American Council for International Studies (ACIS). No substitute teachers are required. The cost for each participant is \$3,463.00. Each participant is responsible for the cost of the trip.

Administration recommended approval of the Centennial High School 2017 Spring Trip to Spain and France.

Centennial High School 2018 Spring Trip to Greece: Dr. Laura Taylor

The Centennial High School 2018 Spring Trip to Greece aligns with current Social Science curriculum by allowing students an opportunity to learn about a different culture as well as help them have a deeper understanding of an area of the world they have studied in their Social Science classes. This trip will help students gain a global perspective, which is important in today's phenomenon of globalization. In addition, this trip will help students become more independent and responsible as they begin to transition out of high school and into their collegiate lives.

The proposed trip will take place during Spring Break 2018. Destinations include Athens, Delphi, Mykonos, Kusadasi, Rhodes, and Crete. The student to chaperone ratio is 5:1. Students will be with a chaperone at all times during the trip. Travel will be arranged by Explorica, Inc. No substitute teachers are required. The cost for each participant is \$2,967.00. Each participant is responsible for the cost of the trip.

Administration recommended approval of the Centennial High School 2018 Spring Trip to Greece.

Wages & Fringe Benefits – Hourly, Non-Bargaining Unit Staff: Ken Kleber

Each year, the District reviews the wages and benefits associated with its non-bargaining unit hourly positions. Position work history is also reviewed for IMRF compliance purposes.

Based on this year's review, District Administration recommended the changes for the following positions:

- Kids Plus Staff
- Playground-Lunchroom Supervisors
- Hourly Nurses

The Kids Plus Program is a self-funded program and the recommended wage increases and bonuses can be absorbed by the existing budget. The cost of the increases for Playground-Lunchroom Supervisors is estimated at \$2,500-3,000, depending on actual hours worked by the

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employees. The estimated maximum cost of the additional Sick Leave when applied to the District's existing pool of eligible employees is approximately \$6,750 per year.

Administration recommended that the Board approve the proposed wages and benefits packages.

Human Resource Changes: Ken Kleber

The Human Resource Changes were approved as presented.

Bills and Treasurer's Report – June: Tom Lockman

The Bills and Treasurer's Report – June was approved as presented.

Minutes of June 13, 2016

The Minutes of June 13, 2016 were approved as presented.

Approval of January, 2016 – June, 2016 Closed Session Minutes

The Closed Session Minutes from January, 2016 – June, 2016 were approved as presented.

**Adjournment**

There being no further business, Member Shannon moved, with a second by Member Stuckey, to adjourn the meeting at 8:52 p.m. The motion carried on voice vote. Ayes 7. Nays 0.

Board Approved: August 8, 2016