

**MINUTES OF THE REGULAR MEETING
OF
FOX RIVER GROVE SCHOOL DISTRICT 3
BOARD OF EDUCATION
MONDAY, JANUARY 24, 2011 – 7:00 P.M.
FOX RIVER GROVE MIDDLE SCHOOL LIBRARY**

I. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

II. CALL TO ORDER AND ROLL CALL

Board President Pat Hughes called the meeting to order at 7:01 p.m. Members present were Susan McGarrigle, Kris Germain, Devin Bright, Tom Mollet, Lisa Anderson, Gerry Blohm, and Pat Hughes. Also present were Superintendent Tim Mahaffy and Principals Karen Machroli and Eric Runck.

Board President Pat Hughes stated that an Item C. – District Staff Rubric – would be added under the Superintendent’s Report.

III. WELCOME TO VISITORS, GUESTS, COMMENTS & QUESTIONS

Audience members – Lora LeGrand, Rick Knapp, Debbie Yester, Marge Tietz, Beth Diller, Susan Dilsaver, Beth Lombardino, Paulette Nichols, Kathy Wagner, Jane Szybowicz, Kathy Gira, Lisa Buss, Jodi Steeno, Sheri Sepeczi, Julie Magak, Pat Riley, and Fred Schuster from RuckPate Architecture – were welcomed to the meeting.

Mrs. Diller, along with Mrs. Steeno and Mrs. Sepeczi, presented an update with two options for the playground (NuToys and Miracle) at Algonquin Road School. The estimated cost of the playground is \$15,000. This amount does not include payment for supervision of installation, wood chips and edging with interlocking timbers. Warranty information was not available at this time. Various playground options were reviewed by the staff to see how it could be integrated into the curriculum. The next step is to form a committee to work on grant writing and fundraisers. Installation would probably occur in the fall of 2012.

Mrs. Julie Magak addressed the Board regarding her concern of the larger class size in Kindergarten this year. She felt that the smaller class sizes have helped her third grader blossom and she would like to see the same progression for her Kindergarten student. She complemented the Kindergarten teachers on doing the best they possibly can, but also feels that they may be quite stressed. Mrs. Magak thanked the Board for letting her comment.

Board President Hughes asked if there were any other comments and there were none.

IV. CONSENT AGENDA

Board member Devin Bright had a question regarding late fees and service charges on the Chase credit card. Dr. Mahaffy will investigate and respond back to the Board via email.

A motion was made by Tom Mollet to approve the consent agenda, approve and open to the public the regular minutes of the regular Board meeting of December 13, 2010, approve the December 2010 Treasurer's Report, approve the bills and payroll from December 11, 2010 through January 21, 2011 and approve the December Activity Accounts Report. Susan McGarrigle seconded the motion. A roll call vote was taken. Voting aye – Kris Germain, Devin Bright, Tom Mollet, Lisa Anderson, Gerry Blohm, Pat Hughes, and Susan McGarrigle. Voting nay – None. Motion approved.

V. REQUEST FOR RECORDS UNDER THE FREEDOM OF INFORMATION ACT

The District received three FOIA requests – Education Action Group – received on 12/16/2010 and complied with on 12/16/2010; Carpenters Local Union 1185 – received on 12/29/2010 and complied with on 12/29/2010; and Stan's Office Technologies – received on 01/03/2011 and complied with on 01/05/2011. Responses were made electronically; therefore, there was no incurred cost to the District.

There were no comments or questions from the Board.

VI. OLD BUSINESS

Board President Pat Hughes stated that he feels this agenda item – Review Class Size – has been on the agenda each month for the last 3-4 four years. The objective of the Board is to review what the District can financially afford and what the District would prefer class sizes to be. This item will remain an agenda item and will continue to be reviewed and tracked monthly. District finances and Kindergarten projections continue to change.

Dr. Mahaffy reviewed the Estimate of Class Sizes comparing the actual FY11 enrollment and the FY12 projected enrollment. Dr. Mahaffy estimates that the FY12 enrollment in Kindergarten will be lower next year and possibly be only at 40-45 total students. This would be a very manageable number with the current sections. The District does not anticipate the numbers in the other grade levels to change very much.

Dr. Mahaffy also reviewed class section reduction scenarios based upon projected enrollment and finances through FY16 (11-01-01). He emphasized that the only item the Administration needs at this time from the Board is a decision for FY12. Scenario one shows the District with two sections at each grade level through FY16 reducing staff by eight. This scenario would be a reality if the economy continues to get worse and funding continues to decrease dramatically. The second scenario (Kindergarten at 3 in the Future – No RIFS) – if Kindergarten needs to be three sections, Dr. Mahaffy recommended decreasing 7th grade to two sections in order to stay staff neutral for FY12. If the Board decides to save some money in FY12, 7th grade could still be reduced to two sections even if Kindergarten is at 2 sections. Dr. Mahaffy stated that it is not financially critical for the District to reduce the class section for FY12. In that scenario, no staff moves anywhere and the FY11 Kindergarten class would move to first grade and be in three sections for FY12. A total of four sections in a six year period would be eliminated in this scenario. All charts are based on all known staff retirements at this time. Scenario 3 keeps class sizes in K-2 small but increasing class size when students reach third grade. In this scenario the total reduction in sections from FY10 to FY16 would be five. Scenario four increases class sizes at fifth grade. With this scenario the District is waiting two years per grade level to save any money. These scenarios are just various projections and every year those numbers could change.

Dr. Mahaffy recommended staying staff neutral for FY12 using the current projections for two classes at Kindergarten. The FY11 Kindergarten class would then move into three sections for first grade and leave 7th grade at three sections. If the incoming Kindergarten class needs to go to three sections, Dr. Mahaffy recommended still remaining staff neutral but moving the 7th grade to two sections. The issue at the MS with going to two sections is the pre-Algebra and Algebra classes.

Ms. Machroli stated that the make-up of this year's Kindergarten class is young and this shows more in a larger class size. The Kindergarten teachers have been doing a great job. Some curriculum needed to be altered.

Ms. Tietz, 2nd grade teacher, commented that it has been a hard year for the Kindergarten teachers going from three sections to two sections combined with all the other changes at ARS – RtI, all the additional testing and the loss of the reading room. Some teachers did meet with Ms. Machroli and Dr. Mahaffy to voice their concerns.

Mrs. Diller, Kindergarten teacher, requested that the Board consider additional help in the Kindergarten rooms if they choose to keep Kindergarten at two sections. The Kindergarten teachers are requesting an aide who they can train and work with to become a part of the overall Kindergarten program. The students would know this person day in and day out. The parent volunteers have been a great assistance this year but having the same person each day would be more beneficial.

Board member Devin Bright stated that it appears the Board has had this discussion on the number of sections for awhile and other techniques including multi-age classrooms was brought up before. Mr. Bright feels that the discussion on class sizes will remain with this District for some time and asked if there were any other viable solutions.

Dr. Mahaffy does not foresee the District to be deficit spending in FY12 and again recommended staying staff neutral. Other forthcoming budget cuts could include the reduction in a full time position and doing more internal staff development and/or grant paid staff development. The CPI will help a bit since it locked in at 1.5% instead of 1%. Expenditures are reviewed daily and have been kept lower than last year. The District now has received all of the FY10 state payments and due to the increase in the State income tax, the District should also receive at least two of the FY11 payments.

Board member Gerry Blohm asked staff members in the audience to come up with recommendations to help the Board if the financial status of the District dictates a reduction in all expenses and class sizes continue to decrease.

Dr. Mahaffy stated he and the staff at ARS had a great meeting to discuss class sizes. Dr. Mahaffy has information throughout the county on multi-age or combination classes. In that research, it was not recommended to do a multi-age program for financial reasons and it is not an easy program to jump in and out of in a small district. A multi-age program usually begins at first grade, not Kindergarten. Dr. Mahaffy stated that he is a proponent of multi-age classes and that if the Board decided on a multi-age program, the District would need one year to prepare.

Board member Tom Mollet said that he feels in the future keeping classes with approximately 50 students in three sections is not a good expenditure for the District. Mr. Mollet further feels the

District must take a closer look at a multi-age program as long as the enrollment trend remains at its current level.

Board President Pat Hughes made a motion to approve the FY12 projected, staffing neutral as presented by Dr. Mahaffy with no change in the number of total sections at this time and no commitment to aides staying staff neutral going into FY12. Gerry Blohm seconded the motion. A roll call vote was taken. Voting aye – Devin Bright, Tom Mollet, Lisa Anderson, Gerry Blohm, Pat Hughes, Susan McGarrigle and Kris Germain. Voting nay – none. Motion approved.

VII. NEW BUSINESS

Dr. Mahaffy reviewed the current Joint Use Agreement between Fox River Grove School District 3, the Village of Fox River Grove, the Fox River Grove Recreation Council and the Cary Grove Youth Baseball and Softball Organization (CGYBS). In addition to correcting some typos, changes included revising Item 1 to Term, Termination, and Amendments with the inclusion of the sentence – “This Agreement may be amended only by written agreement of all parties.” The school attorneys recommended revising Item 10 to include a header and accompanying sentence – “Item 10 – Alcohol and Tobacco Use prohibited at all times. The parties agree to prohibit the consumption of alcoholic beverages and the use of tobacco products at all of the facilities and premises covered by this Agreement.” In the last paragraph of Item 13, Saturday was changed to Sunday.

Dr. Mahaffy stated that without this Agreement our children would not get to play in Fox River Grove and would be paying a higher fee. About 10% of the population of this organization is from Fox River Grove and about 10% of the games are also played in Fox River Grove. Dr. Mahaffy further stated that even though this is a three year agreement, this agreement can be cancelled with a 90-day notice.

Village Trustee, Steve Knar stated that the Village vote for this Agreement was four to two. Mr. Knar stated that although he did not agree with these two individuals, he believes their thinking was that 90% of the children using the fields were from Cary. The one person who voted no also runs a basketball program where 90% of the team is from Cary and this group pays to use the school district’s gym. Mr. Knar felt that with this Agreement our students have an opportunity to play and our parks will continue to be maintained.

Mr. Pat Riley, president of the FRG Recreation Council, also stated that with this Agreement, it gives the girls of Fox River Grove more of an opportunity to play and a closer location to play which they did not have in the past. Feedback from parents has been very favorable.

A motion to approve the Cary Grove Youth Baseball and Softball Field Use Agreement was made by Devin Bright and seconded by Lisa Anderson. A roll call vote was taken. Voting aye – Tom Mollet, Lisa Anderson, Gerry Blohm, Pat Hughes, Susan McGarrigle, Kris Germain and Devin Bright. Voting nay – none. Motion approved.

Dr. Mahaffy introduced Mr. Fred Schuster of RuckPate Architecture. School District 3 has approval from the State Board of Education to use RuckPate Architecture in the preparation of the grant documents and management without a formal RFQ. A formal RFQ will be coming in

the next couple of months. A formal agreement between RuckPate Architecture and the District is needed in order to continue on with the grant documents.

A motion to approve the RuckPate Agreement and Amendment 1 for HVAC and Roofing Projects pending attorney review and vendor agreement was made by Devin Bright and seconded by Gerry Blohm. A roll call vote was taken. Voting aye – Lisa Anderson, Gerry Blohm, Pat Hughes, Susan McGarrigle, Kris Germain, Devin Bright and Tom Mollet. Voting nay – none. Motion approved.

A motion to approve and the 2011-2012 School Calendar as presented was made by Susan McGarrigle and seconded by Kris Germain. A roll call vote was taken. Voting aye – Gerry Blohm, Pat Hughes, Susan McGarrigle, Kris Germain, Devin Bright, Tom Mollet and Lisa Anderson. Voting nay – none. Motion approved.

Dr. Mahaffy presented a history of registration fees since 1995-1996. Current registration fees have remained the same for the last two years. Dr. Mahaffy recommended keeping the registration fees the same for FY12 and reminded the Board that FY12 registration fees will appear FY11 since registration is held the end of May and the beginning of June.

A motion to freeze the registration fees for the 2011-2012 school year as follows – \$130 for Kindergarten through 8th grade, \$65 for ECE and \$35 for the 8th grade graduation fee – was made by Pat Hughes and seconded by Tom Mollet. A roll call vote was taken. Voting aye – Pat Hughes, Susan McGarrigle, Kris Germain, Devin Bright, Tom Mollet, Lisa Anderson and Gerry Blohm. Voting nay – none. Motion approved.

A motion to approve the 2010-2011 Certified Staff Seniority List as presented was made by Devin Bright and seconded by Kris Germain. A roll call vote was taken. Voting aye – Susan McGarrigle, Kris Germain, Devin Bright, Tom Mollet, Lisa Anderson, Gerry Blohm and Pat Hughes. Voting nay – none. Motion approved.

A motion to approve the 2010-2011 Non-Certified Seniority List as presented was made by Devin Bright and seconded by Gerry Blohm. A roll call vote was taken. Voting aye – Devin Bright, Lisa Anderson, Gerry Blohm, Pat Hughes and Susan McGarrigle. Abstaining – Kris Germain and Tom Mollet. Voting nay – none. Motion approved.

A motion to approve the following volunteer coaches – 6/7th girls' volleyball – Caroline Vellinga and Katie Springer, 8th grade girls' volleyball – Elizabeth Dyrek, and girls' soccer – Mark Pocijewski – was made by Lisa Anderson and seconded by Gerry Blohm. A roll call vote was taken. Voting aye – Devin Bright, Tom Mollet, Lisa Anderson, Gerry Blohm, Pat Hughes, Susan McGarrigle and Kris Germain. Voting nay – none. Motion approved.

VIII. POLICY

A motion to approve the second reading and adoption of the following revised policies – 2:230 – Public Participation at School Board Meetings and Petitions to the Board, 2:260 – Uniform Grievance Procedure, 4:10 – Fiscal and Business Management, 4:170 – Safety, 5:10 – Equal Employment Opportunity and Minority Recruitment, 5:30 – Hiring Process and Criteria, 5:220 – Substitute Teachers, 5:260 – Student Teachers, 7:100 – Health, Eye, and Dental Examinations; Immunizations; and Exclusion of Students, 7:290 – Adolescent Suicide Awareness and

Prevention Programs – was made by Tom Mollet and seconded by Gerry Blohm. A roll call vote was taken. Voting aye – Tom Mollet, Lisa Anderson, Gerry Blohm, Pat Hughes, Susan McGarrigle, Kris Germain and Devin Bright. Voting nay – none. Motion approved.

IX. SCHOOL REPORTS

Algonquin Road School – Ms. Machroli – Report cards went home last Friday, January 21st. Ms. Kim Scherzer and Ms. Heather Kalland are currently working on the District’s ELL testing. MAP winter testing will begin on February 1st followed by ISAT testing the week of February 28th. Kindergarten registration and preschool screenings will be held on March 2 & 4th. Currently there are 21 students scheduled for the screening. The steel band assembly sponsored by the PTO was both entertaining and educational for the students. Everyone is transitioning in to the second semester.

FRG Middle School – Mr. Runck – AimsWeb testing is almost complete at the MS. Access testing and ISAT testing will follow. The boys’ basketball conference tournament was held in early January and the 7th grade did much better than in the past. The girls and boys volleyball teams are in full swing and have been very competitive this year. The 8th grade parent meeting was held on January 12th. The sports award night will be held on January 26th. District 3 is hosting the regional spelling bee. The District’s regional representative is 5th grader Audra Scott and runner up is Kevin Hughes. These students did a great job. Eighth grade graduation pictures are scheduled for February 16th. The solo and ensemble contest will be on February 19th at Cary Junior High. The conference spelling bee will be held at Grayslake on February 23rd. The MS musical/play, Aladdin Jr., will be held on February 25-26 at 7:00 p.m. followed by a matinee on the 27th at 2:30 p.m. The 4th grade students will see an abbreviated version prior to the dress rehearsal.

X. SUPERINTENDENT’S REPORT

The Joint Advisory Committee Meeting will meet on Tuesday, April 5th at 7:00 p.m. in the Middle School library. Board members Kris Germain and Pat Hughes will serve on this committee.

Dr. Mahaffy reviewed the mid-year financial status report for the education, operations and maintenance and transportation funds (11-01-02). Expenditures and revenues are through December 31, 2010 which is 50% of the fiscal year completed. The education fund shows 41.46% received with 37.36% expended. In the operations and maintenance fund revenues received were 50.66% with 40.13% expended. The transportation fund shows revenues at 55.71% with 49.72% expended. Dr. Mahaffy also reviewed two graphs charting revenues and expenditures by quarter for fiscal year 2011. Dr. Mahaffy commended the entire staff – teachers to custodians -- for purchasing only what they need and trying to be fiscally responsible and it is much appreciated. Dr. Mahaffy will update the Board on the third quarter after March 31, 2011.

Dr. Mahaffy informed the Board that the District currently has an organizational chart in policy which begins and ends with the community. Dr. Mahaffy prepared a staffing rubric that included certified, non-certified and SEDOM certified staff by position in the district. There are currently 88 employees in the District. The chart shows the full time equivalent for each position which totals 79.26 employees.

Dr. Mahaffy will create a certified staff tuition reimbursement report showing courses taken, credits earned and the reimbursement that was paid to the certified staff. This will be a three year report beginning with FY09.

XI. COMMITTEE REPORTS

None.

XII. ANNOUNCEMENTS, NOTICES AND COMMUNICATIONS

None.

XIII. EXECUTIVE SESSION

A motion to adjourn to executive session at 8:52 p.m. to consider information regarding employment of specific employees of the District and for the Purpose of Conducting a Semi-annual Review of Lawfully Closed Meeting Minutes was made by Kris Germain and seconded by Tom Mollet. A roll call vote was taken. Voting aye – Lisa Anderson, Gerry Blohm, Pat Hughes, Susan McGarrigle, Kris Germain, Devin Bright and Tom Mollet. Voting nay – none. Motion approved.

XIV. ACTION FOLLOWING EXECUTIVE SESSION

A motion to return from executive session to open session at 9:44 p.m. was made by Gerry Blohm and seconded by Lisa Anderson. A roll call vote was taken. Voting aye – Gerry Blohm, Pat Hughes, Susan McGarrigle, Kris Germain, Devin Bright, Tom Mollet and Lisa Anderson. Voting nay – none. Motion approved.

A motion to keep the Executive Session Minutes of the Regular Board of Education Meetings held on June 21, 2010, September 27, 2010, October 25, 2010 and November 15, 2010 closed due to their confidential nature was made by Tom Mollet and seconded by Gerry Blohm. A roll call vote was taken. Voting aye – Pat Hughes, Susan McGarrigle, Kris Germain, Devin Bright, Tom Mollet, Lisa Anderson and Gerry Blohm. Voting nay – none. Motion approved.

A motion to open to the public the Executive Session Minutes of the Regular Board of Education Meeting held on July 19, 2010 was made by Devin Bright and seconded by Pat Hughes. A roll call vote was taken. Voting aye – Susan McGarrigle, Kris Germain, Devin Bright, Tom Mollet, Lisa Anderson, Gerry Blohm and Pat Hughes. Voting nay – none. Motion approved.

A motion to approve the irrevocable resignation of Cindy Shaw, Middle School special education teacher at the conclusion of the 2013-2014 school year was made by Kris Germain and seconded by Susan McGarrigle. A roll call vote was taken. Voting aye – Kris Germain, Devin Bright, Tom Mollet, Lisa Anderson, Gerry Blohm, Pat Hughes and Susan McGarrigle. Voting nay – none. Motion approved.

A motion to approve the irrevocable resignation of Jennie Bebber, fifth grade teacher at the conclusion of the 2013-2014 school year was made by Lisa Anderson and seconded by Devin Bright. A roll call vote was taken. Voting aye – Devin Bright, Tom Mollet, Lisa Anderson,

Gerry Blohm, Pat Hughes, Susan McGarrigle and Kris Germain. Voting nay – none. Motion approved.

A motion to approve a five year contract for Dr. Tim Mahaffy as the Superintendent and Business Manager for 2011-2016 with a hard freeze for the first two years (FY12 and FY13) with current language of receiving the average increase equal to the average teacher salary increase back and over the last three years of the contract was made by Tom Mollet and seconded by Devin Bright. A roll call vote was taken. Voting aye – Tom Mollet, Lisa Anderson, Gerry Blohm, Pat Hughes, Susan McGarrigle, Kris Germain, and Devin Bright. Voting nay – none. Motion approved.

Board President Pat Hughes asked if there were any other questions and there were none.

XV. ADJOURNMENT

A motion to adjourn the meeting at 9:46 p.m. was made by Tom Mollet and seconded by Gerry Blohm. A voice vote was taken. Voting aye – All ayes. Voting nay – None. Motion approved.

Patrick B. Hughes
President
BOARD OF EDUCATION

Lois M. Bowman
Secretary
BOARD OF EDUCATION