REGULAR BOARD OF EDUCATION MEETING
HARMONY-EMGE SCHOOL DISTRICT #175
FEBRUARY 24, 2020

The Regular Meeting of the Board of Education was called to order by the president, Mrs. Tessa Keys at 7:00 P.M. in the District Board Room.

The board secretary, Mrs. Perschbacher, was directed to call the roll which was as follows:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Present
Mr. Joshua Pollard	Absent	Mr. Rob Phillips	Present
Mrs. Tessa Keys	Present	Mr. Eric Sanders	Present
Mrs. Mandy Lopez	Present		

The Pledge of Allegiance was led by Mrs. Keys.

APPOINTMENT OF NEW BOARD MEMBERS
Mr. Phillips moved and Mr. Sanders seconded the motion to except the resignation by Mr. Joshua Pollard from the Harmony 175 Board of Education effective immediately.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
		Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

Mr. Phillips moved and Mr. Sanders seconded the appoint Rachelle Douglas to fill the vacancy on the Harmony 175 Board of Education until the next general election in 2021.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
		Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

Mrs. Keys swore in Rachelle Douglas as a member of Harmony Emge School Board. Mrs. Douglas took her seat.

APPROVAL OF AGENDA
Mr. Phillips moved and Mr. Sanders seconded the motion to approve the agenda.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

CORRESPONDENCE
NONE

STUDENT REPRESENTATIVE REPORT

- Cancelled this month

SUPERINTENDENT'S REPORT
Mr. Dave Deets reviewed and discussed the following topics:

1. Presentation of Racial Harmony Award Recipients
   a. Ellis-GeNeshia Washington
   b. Harmony – Emma Johnson
   c. Emge – Antonio Davis
2. State District of Character – At the end of January, we were awarded the Illinois State District of Character. We will apply for National District of Character next school year.

Harmony 175 Education Foundation:
Mr. Vance Vyers, Ed Foundation President, presented $6,600 to the district for student chrome books/technology.
Trivia Night – May 9, 2020 at St. Luke's Parish

PRINCIPAL'S REPORT

1. Ellis Elementary – Mrs. Kraemer
2. Emge Jr. High – Dr. Griffith
3. Harmony Intermediate – Miss Kunz

COMMITTEE REPORT
March 11, 2020 –Tentative Finance Committee Meeting

BOARD COMMENTS
Board Members welcomed the New Board Member, Rachelle Douglas.
They thanked the Ed Foundation for their contributions to the district.
The Board congratulated the Racial Harmony award winners.

CONSENT AGENDA
Mr. Phillips moved and Mr. Sanders seconded the motion to accept the following consent agenda, including approval of minutes; approval of payroll and bills; approval of the treasurer's report; and approval of the destruction of closed session tapes occurring through August 2018:

Regular Board Minutes	01-27-2020
Special Board Minutes	02-01-2020
Special Board Meeting Closed Session	02-01-2020
Special Board Meeting	02-18-2020

Special Board Meeting Closed Session 02-18-2020

Payroll and Bills in the:	Education Fund	$ 114,932
	Operations & Maintenance Fund	$ 136,150
	Debt Service	$ 16,804
	Transportation Fund	$ 17,009
	Illinois Municipal Retirement/SS Fund	$ 30
	Capital Projects Fund	$ 294,956
	Working Cash Fund	$ 0
	Tort Immunity/Judgement Fund	$ 2,987
	Fire Prevention & Safety Fund	$ 2,347
	Total	$ 585,215

Treasurer's Report
Destruction of Closed Session Verbatim Tapes/CD's through August 2018.

On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

ITEMS FOR ACTION
Mr. Sanders moved and Mr. Phillips seconded the motion to approve the 2020-2021 School Calendar as presented
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

Mr. Sanders moved and Mr. Phillips seconded the motion to approve the 2020-2021 School District Mission Statement and Goals as presented.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

Mr. Philips moved and Mr. Sanders seconded the motion to amend the 2019-2020 Student Handbook in relation to District Tardy Policy. Effective immediately, but not retroactively, every 3 tardies that occur after the initial morning bell shall be counted as a ½ Day Absence.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

Mr. Phillips moved and Mr. Sanders seconded the motion to accept the resignation of at-will employee, Doreen McGillem, at the completion of the 2019-2020 School Year.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

Mr. Sanders moved and Mr. Phillips seconded the motion to hire the following at-will employees

a. Cody Pees (RtI Aide)
b. Sandra Barnes (Special Ed Aide)
c. Mary Lam (PreK Aide)
d. Twyla Miller (Bus Driver)
e. Debra Custer (Bus Aide)

On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

Mr. Phillips moved and Mr. Sanders seconded the motion to hire the following at-will substitute bus drivers.

a. Pi'Andre Moran
b. Gladys Gamble-Jones

On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

Mr. Sanders moved and Mr. Phillips seconded the motion to accept the resignation of at-will employee, Dominique Reid, effective immediately.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

BUILDING USE REQUESTS
None

ITEMS FOR CONSIDERATION
Old Business:

a. Food Service- Timeline
b. Property Tax Grant Relief

New Business (For Discussion Purposes Only):

a. Handbook & Fees for 2020-2021
b. GoGuardian Monitoring System
c. Fall 20-21 Back-to School Parent Nights

PUBLIC AND EMPLOYEE COMMENTS

Transportation Director thanked the board for the two new buses. He acknowledged the fact that our volleyball team thanked the driver as they were exiting the bus. He thanked the Principals for their cooperation while a bus driven by a sub, was late.
Principal thanked the Transportation Director for always being outside greeting the students as they exit the bus.

UPCOMING BOARD ACTIVITIES.

March

- Approve School and Latchkey fee schedules for 2020-2021

April

- Approve amended school calendar for 2019-2020
- Approve Parent Student Handbook for 2020-2021 (possibly earlier)

May

- Set amended budget hearing date
- Approve Board of Education meeting dates for 2020-21
- 8th Grade Promotion Ceremony: Tuesday, May 19 at 6:00 P.M.
- Retirement/Recognition Dinner: May 7, 2020

This list is not inclusive and may need to be adjusted.

CLOSED SESSION

Mr. Sanders moved and Mr. Phillips seconded the motion to enter closed session at 7:57 P.M. for the purposes of:

- Appointment, employment, compensation, discipline, performance or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase in Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1), amended by P.A. 99-646
- Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11).
- Student disciplinary cases. 5 ILCS 120/2(c)(9)

On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

The secretary, Mrs. Perschbacher was directed to call the roll which was as follows:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

ALSO IN ATTENDANCE
Administration: Dave Deets, Superintendent
Attorney: Shawn McLain
Other: None

The Board discussed the following:

- Expulsion of student
- Update of Employee Litigation
- Possible negotiation of Admin Contracts
- Superintendent Evaluation

Mr. Deets exited the meeting at 8:57 P.M.

Mr. Deets returned to the meeting at 9:36 P.M.

Mr. Sanders moved and Mrs. Perschbacher seconded the motion to re-enter into open session at 9:45 P.M.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

Mr. Sanders moved and Mrs. Perschbacher seconded the motion to accept the resignation of PreSchool Teacher, Lori Leveling, following the completion of the 2019-2020 School Year.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

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Mr. Sanders moved and Mrs. Perschbacher seconded the motion to accept the resignation of Jr. High Special Ed Teacher, Jessica Whatley, following the completion of the 2019-2020 School Year.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

Mr. Sanders moved and Mrs. Perschbacher seconded the motion to approve a parent's Waiver of Expulsion Rights and expel Student Number 20217 for a period of one year from February 24, 2020 to February 24, 2021, subject to terms of the agreement.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

ADJOURNMENT
Mr. Sanders moved and Mrs. Keys seconded the motion to adjourn the meeting at 9:46 P.M.
On roll call the vote was:

Dr. Nate Anderson	Absent	Mrs. Shannon Perschbacher	Yes
Mrs. Rachelle Douglas	Yes	Mr. Rob Phillips	Yes
Mrs. Tessa Keys	Yes	Mr. Eric Sanders	Yes
Mrs. Mandy Lopez	Yes	Motion Carried	

Tessa L Keys
Mrs. Tessa Keys, President

Shannon Perschbacher
Mrs. Shannon Perschbacher, Secretary

Harmony-Emge School District No. 175
Closed Session

Date: February 24, 20120 Time 7:55 P.M. ☒ Regular ☐ Special

Mr. Sanders moved and Phillips seconded that the Board adjourn to Closed Session to discuss:

☒ Appointment, employment, compensation, discipline, performance or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase in Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1), Amended by P.A. 99-646

☐ Collective negotiating matters or deliberations between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).

☐ The selection of a person to fill a public office, including a vacancy in a public office, when the District is given power to appoint under law or ordinance, or discipline, performance or removal of the occupant of a public office, when the District is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).

☐ Evidence or testimony presented in open hearing, or in closed hearing where authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision with its determinative reasoning. 5ILCS 120/29(c)(4).

☐ The purchase or lease of real property for the use of the District, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).

☐ The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).

☐ The sale or purchase of securities, investments, or investment contracts. 5ILCS 120/2(c)(7).

☐ Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened or a reasonable potential danger to the safety of employees, students, staff, the public or public property. 5 ILCS 120/2(c)(8), amended by P.A. 999-235.

☒ Student disciplinary cases. 5 ILCS 120/2(c)(9).

☐ Placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).

☒ Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11).

☐ The establishment of reserves or settlement of claims as provided in the Local Governmental and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the District or any intergovernmental risk management association or self-insurance pool of which the District is a member. 5 ILCS 120/2(c)(12).

☐ Self-evaluation, practices and procedures or professional ethics, when meeting with a representative of statewide association of which the District is a member. 5 ILCS 120/2(c)(16).

☐ Discussion of minutes of meetings that was lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21)

☐ Meetings between internal or external auditors and governmental audit committees, finance committees and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews, conducted in accordance with general accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(29).

Roll Call: Present: 6 Absent: 1

In attendance at Closed Session were:
Board: Mrs. Douglas, Mrs. Keys, Mrs. Lopez, Mrs. Perschbacher, Mr. Phillips & Mr. Sanders

Administration: Mr. Dave Deets

Attorney: Shawn McLain

Others: None

Discussion was held as follows:

- Student's expulsion
- Pending litigation of an at will employee
- Resignation of two teachers
- Compensation of administrators

Closed Session Adjourned at 9:44 P.M.