

**ROCKFORD BOARD OF EDUCATION
ROCKFORD, ILLINOIS**

**Administration Building
Tuesday, March 27, 2012**

The regular meeting of the Rockford Board of Education was called to order by President Harmon Mitchell at 5:08 p.m.

Present: President Harmon Mitchell, Vice President Jude Makulec, Secretary Lisa Jackson (arrived at 5:12 p.m.), Mrs. Ronnell Moore (arrived at 5:18 p.m.), Mrs. Laura Powers, Mr. Kenneth Scrivano, Mr. Tim Rollins.

Absent: None.

Motion by Mr. Rollins, seconded by Mr. Scrivano, that the Board **hold** an executive session to consider the appointment, compensation, discipline, performance or dismissal of employees; the discipline of students; pending or imminent litigation; collective bargaining matters; or other matters provided for pursuant to §2 (c) of the Open Meetings Act.

Ayes: 5.

Nays: 0.

Absent: 2.

Approved 5-0-2

The Board was in executive session from 5:10 p.m. until 7:25 p.m.

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- I. Call to Order –*President Harmon Mitchell called the regular meeting of the Rockford Board of Education to order at 7:35 p.m.*
 - II. Moment of Silence
 - III. Pledge of Allegiance
 - IV. Roll Call
Present: President Harmon Mitchell, Vice President Jude Makulec, Secretary Lisa Jackson (arrived at 7:36 p.m.), Ms. Ronnell Moore, Ms. Laura Powers, Mr. Kenneth Scrivano, Mr. Tim Rollins.
Absent: None.
President Harmon Mitchell thanked Auburn media students DeeAnna Smith, Trent Harr, Courtney Norris, Zack Rayphole, Adam Batson, and Robert Dahlberg for helping out with the production of the Board meeting.
 - V. Recognition – *Mr. Earl Dotson was not present this evening. Dr. Willis called presenters to the podium.*
 - A. *IHSA Scholastic Bowl State Tournament – Head Coach Linda Greene presented the Auburn Scholastic Bowl Team; Jacob Balogh, Joshua Day, Samanta George, Abid Haseeb, Brody Hooker, Mike Kikta Jr., Filip Milovanovic, Evan Paydya, and Alex Sy, who finished the 2011-2012 season third place at the State Tournament. Ms. Greene was joined by Assistant Coach Brian Knuth.*
 - B. *Special Olympics State Tournament – Mel Gilfallen, GHS teacher and head football coach, recognized the Guilford Special Olympics Basketball team who won fourth place in the State Tournament. They are: John Holvis, Andrew Kuligowski, Anthony Kuligowski, Matthew White, and Daniel Sunday. Also recognized for placing in the special skills event are Nathaniel*

Mulrooney (Nelson), 1st place; Nathan Schwartz (Jefferson), 2nd place; and Laren Harms (Guilford), 4th place.

C. *Class 3A Sycamore Sectional Champions – EHS Coach Roy Sackmaster recognized the boys basketball team for their sectional title. Senior Steve McNease was named first-team all conference and senior Javon Henderson received a special NIC-10 mention for his contribution to the team. President Harmon Mitchell was presented with a basketball signed by all the players.*

D. *Third Place, State Final Basketball Tournament – AHS Boys Basketball Team Coach Bryan Ott recognized his team for their win of third place in the State Final Basketball Tournament. Also recognized were Assistant Coaches James Fisher and Mick Huston. Special mention of Team Managers for Seniors Janeel King, Eddy May, and Essence Moody. Senior Fred Van Vleet was named conference MVP. Senior Jaylin Marshall and Senior Elijah Smith received a special NIC-10 mention for their contribution to the team.*

~~E. Golden Apple Awards – pulled by Admin~~

VI. *Petitions & Communications – the guidelines were read by Mr. Mitchell.*

1. *Mary Hendel – Speaking in opposition to the strike and in support of the increased teacher contribution to health insurance.*

2. *Colleen O'Neill – Speaking in support of a fair contract for teachers in general and specifically in support of new teachers.*

3. *Beth Sweeney – Speaking in support of consistent, positive communication that conveys the message that all of our children are equally important.*

4. *Richard Walsh – Chairman of Budget & Finance subcommittee, speaking on the global impact of negotiations.*

5. *Pamela Green – leader of REA crisis team, recapped efforts of the REA and asked Administration to use their time wisely.*

6. *Kate Schnell – spoke in support of retaining Tom Newton as Athletic Director for AHS. Also stated the District cannot afford to lose Tyrone Thomas.*

7. *Stacie Walton – Spoke in opposition to a strike and in favor of teachers while asking for a peaceful end to negotiations.*

8. *Jeléna Holcomb – Spoke in opposition to larger kindergarten classes and stated an acceptable student-teacher ratio would be 15:1.*

9. *Kate Rehak – used the words “thirsty” and “hopeful” to describe fellow REA members.*

10. *Paul Goddard – in opposition of a strike and its costs; in favor of the REA's position during negotiations, and asked the board/administration to focus on running healthy schools.*

11. *Beth Rydberg – represented her version of “myths & facts” and in favor of a fair contract.*

VII. *Board Member Comments*

- *Harmon Mitchell – thanked everyone for their commitment to Rockford Public Schools, for staying involved, and for sharing perspectives about current teacher negotiations. The District is working hard and believes it can reach and finalize a fair new contract. Everyone on the Board is a Rockford citizen, who has sent or are sending their children to Rockford Public Schools. They are dedicated to creating a bright future for the school system and our children. We can disagree without being disagreeable. We are neighbors who all want the best for our community.*

- *Laura Powers – Congratulated Auburn and East. Thanked everyone for all the emails, phone calls, and letters and encouraged the community to stay engaged. Gave a shout out to Froberg for meeting their reading goal.*

VIII. *Consent Items*

A. *Meeting Minutes – February 28, 2012*

B. *Payroll*

C. *Accounts Payable Checks*

- D. Purchase Orders – pulled by Mrs. Powers
- E. Airfare
- F. Bid Recommendations]
 - 1. IFB 12-24 School Pictures Photographer]
 - 2. IFB 12-26 King HVAC Unit Replacement] pulled by Administration
 - 3. IFB 12-27 Walker HVAC Unit Replacement] prior to the meeting
 - 4. IFB 12-28 Portable 3-Step Risers]
 - 5. IFB 12-32 Focused Music Equipment]
- G. Recurring Contracts
 - 1. Intergovernmental Agreement – Spain Recruitment – pulled by Mr. Rollins
 - 2. Discovery Ed – Literacy & Learning in the 21st Century – Product
 - 3. Discovery Ed – Literacy & Learning in the 21st Century – PD
 - 4. IHSA Membership Renewal
- H. Other Consent
 - 1. Financial Results Year-to-Date – February 2012
 - 2. Monthly Investment Report – February 2012
 - 3. Interest Transfer from Working Cash – February 2012
 - 4. Freedom of Information Act Log

Motion by Mr. Scrivano, seconded by Mr. Rollins, that the board **approve** Consent Items not pulled.

Consent Items Pulled:

- *Item D, Purchase Orders*
- *Item G-1, Intergovernmental Agreement for Spain Recruitment*

Consent Items not pulled were **Approved** unanimously.

Motion by Mrs. Powers seconded by Mr. Scrivano that the board **approve** purchase orders.

Mrs. Powers referred to page 14, KMK Media Group, total expenses listed are over \$100,000.

She questioned why this item hadn't come to board for approval and requested more information pertinent to the content of the purchase, which had to do with a trade show, i.e., what shows are we at, what does it cost, why are we there, how many are we going to?

Mr. Lewis responded that the Board had approved an hourly amount for KMK last fall and they are being used by multiple departments. The purchase order falls within the parameters of the contract that the District has with KMK. Mr. Lewis promised additional information on the trade shows to the full board by the end of the week.

Other information requested included the total amount spent with KMK and if there was a cap on the original agreement.

Mr. Mitchell clarified that it is possible to pull just the KMK purchase order from the purchase orders.

Mr. Lewis agreed, but reminded the Board that multiple departments are using KMK, and pulling the purchase order would prevent all departments doing business with KMK from moving forward.

Motion by Mrs. Powers, seconded by Mrs. Moore, that the board **pull** KMK from the purchase orders.

Approved unanimously.

Roll was then called on the motion made previously to approve the rest of the purchase orders.

Approved unanimously.

Motion by Mr. Scrivano, seconded by Mrs. Jackson, that the board **approve** the Intergovernmental Agreement (IGA) for Spain Recruitment (Item G-1).

Mr. Rollins explained this is a contract where the District actually recruits Bilingual teachers to this country from Spain for a three year period. They can only come on a three year visa and at the end of the three years, they return to Spain. The District then recruits a new group. He asked administration to explain why the District does this.

Ms. Sallis explained this has been done for the past few years to recruit Bilingual staff, specifically in the Special Education area. In the past, District representatives have traveled to Spain to recruit.

This year, due to budgetary limitations, recruiting will be done from the office by using technology. The District recruits from Spain because it cannot find Bilingual Special Education certified people to teach in the District Special Education Program. The need for Bilingual teachers is not limited to Special Education, but that is the primary reason for recruiting from Spain. There is a screening process that is done in Madrid, Spain. The information is provided to the District and the District selects who to interview based upon needs. The positions available are posted on the District website and the State website in an effort to recruit locally. HR representatives recently attended a Bilingual Teacher Fair in Oak Brook, IL. Additionally, the District held a recruitment fair last weekend at La Voz Latina. The District is making an effort locally, and in the suburbs, and throughout the State.

Mrs. Makulec pointed out the IGA does not say anything about Special Education certification. In the past the onus has fallen on the District to get the teachers recruited from Spain certified. Ms. Sallis stated the District has not been able to find people with the full certification, thus allowing people in our own community to teach in the position. This is a cultural exchange program and at the same time the Spain recruits are teaching our students, they are also learning. Sped is an endorsement and Bilingual teachers are hard to find. It is the District's responsibility to identify those with the specific certification for the positions it needs to fill. Some teachers were sent back last year when their term expired and some were cut due to elimination of non-tenured staff, although some did come back and are currently completing their third year. Ms. Makulec stated she would like the agreement to indicate that the teacher must also have the Special Education endorsement.

Mrs. Hayes supported Ms. Sallis by stating the District consistently has a problem hiring, not just Bilingual Special Ed teachers, but Bilingual teachers in general. The problem is that everyone is competing for them. Some of the Bilingual Special Ed teachers were rified last year, making it difficult to fill the positions this year. Some of the teachers returned, but not enough to meet the need. Mrs. Hayes stated the combination of someone who can speak Spanish or another language and also speak English, plus have the proper Special Ed endorsement are a precious commodity. She agreed that it would not be wrong to specify within the agreement the specific difficult condition that the District is trying to fill. She added that she would like to include some high school positions in the specification for TPI advanced math and science classes which are also difficult to fill.

There was some discussion about amending the IGA or pulling it. However, there is a timing issue. The School Districts that are traveling to Spain will be going the 3rd or 4th week of April. Those who are not traveling, but conducting the Skype interviews, the same documentation needs to be in place prior to the travel, so the District can be privy to the applicants' information. Ms. Sallis continued that ISBE also interviews the candidates and gives them a test to insure that they are truly Bilingual in both languages. They receive a score which is provided to the District. Selections are made from that pool to interview further for the District's specific vacancies.

Mr. Mitchell then called for the roll.

Approved unanimously.

IX.

Closed Session Consent Items

- A. Flexible Spending Account Enrollment Appeal
- B. ~~Administrative Appointments~~ – pulled by administration before the meeting
- C. Personnel Recommendations
- D. Resolution Authorizing Dismissal of Non-Tenured Administrators
- E. Resolution Authorizing Dismissal of Probationary Teachers
- F. Student Discipline in which all students are prohibited from being on school grounds and school-sponsored activities without the prior written permission of the principal and suspensions are affirmed.

TC 2 will be pulled.

The following students will be expelled through the end of the 2011/2012 school year: JG4, AJ5, OL7, SS8, MS9, and LS10.

The following students will be expelled through the rest of this school and the first semester of the 2012/2013 school year: MB1, DC3, and SK6.

JV11 will be expelled through the rest of the 2011/2012 school year and the entire 2012/2013 school year.

The suspension for TW12 is being converted from 7 days to 3 days.

Motion by Mr. Rollins seconded by Mrs. Moore that the board **approve** Closed Consent Items not pulled.

Approved unanimously.

Closed Consent Items Pulled:

- None

X. Superintendent's Report

A. Superintendent's Comments: *Dr. Robert Willis asked Mrs. Hayes to proceed with the Program Movement Plan.*

1. A Program Movement Plan – Mrs. Hayes

Mrs. Hayes presented the attached Power Point that outlines program expansion/movement planned for the 2012/2013 school year, as well as the budgets. The plan accommodates movement for space, movement for program, and program expansion based on parents' request.

- *Transitional Program of Instruction (TPI) - There are two types of programs that are commonly called ELL (English Language Learning) programs; there are students that speak Spanish and who are in the process of learning English. There are also students who are new to this country and new to English, and are in the Transitional Program of Instruction (TPI). A TPI teacher must be certified and able to speak English clearly and distinctly, as well as the other language. The reason for moving the program is due to Guilford becoming overcrowded. There are approximated 300 students in both programs. The High School TPI Program moves 139 students from Guilford to East and the Middle School Program moves from West to Lincoln at an approximate cost of \$425,000.*
- *Middle School CAPA Program - The middle school program moves from Ellis to West and Ellis becomes a K-5 elementary school next year; a zoned elementary school. The budget includes a dance floor and facilities build-out relocation for a total budget of approximately \$50,000*
- *Creation of Dennis Early Childhood Center - This is one of our big rocks, pre-school for all, using Dennis to open 11 early childhood classrooms in the fall. Seven of the classrooms will be in partnership with Head Start through the City. RPS will provide certified pre-K teachers who meet all of the State requirements. Head Start will bring their teacher in the room as the para under Head Start dollars. They are also providing access to their transportation, buses to their social workers and to many other services. By having this partnership, we reduce our cost in opening up pre-k classrooms and can expand to more children. Two classrooms in Dennis will be moved from other elementary sites, White Swan and Hillman, plus two more new classrooms - these are not in relationship with Head Start. The total budget for this expansion is estimated at \$1,043,000.*
- *Montessori Expansion – Mrs. Hayes turned the floor over to Mrs. Sue Haney-Bauer. She stated to grow from pre-K through eighth grade will be a ten year process. For next year, in order to add a strand at Montessori, two teachers will be added at the base, which is considered early childhood (four and five year olds), which is a strand. An additional elementary two teacher, which is a fourth-fifth-sixth grade teacher, would also*

be added, as well as a middle school teacher for the seventh grade roll-up. The plan currently is to maintain the current sixth graders and roll them into seventh grade for next year. Subsequently, they can roll up into seventh and eighth grade. There are paraprofessionals in the pre-primary and the early childhood program accounting for the addition of two paraprofessionals. Montessori teachers go through a rigorous training and have to become certified through the American Montessori Society, which requires a seven-week academic training program one summer, a clinical experience the whole next year, followed by a two-week follow-up session the following summer. A performance and written board through the American Montessori Society is required before certification at that level. To be a fourth-fifth-sixth grade teacher, as certification as a first-second-third grade teacher is first required, and another summer of training to become a fourth-fifth-sixth grade teacher. The elementary school stays at the current location while the middle school moves to Pod A in the old Kennedy building. Mrs. Haney-Bauer will join the team to work on the expansion over the next school year. A total budget is projected at \$516,000 for the expansion.

- *Washington Expansion - the Washington Gifted Program will expand into pod B (old Kennedy) and have one Principal for the school. An additional teacher for grades three, four, and five will be needed. The total budget for the Washington-Montessori facility is estimated at \$295,000.*

A name is needed for this new magnet-type school, which houses Montessori and Washington. The Principals would like to put it to a student vote. Names suggested are Jane Addams, Thurgood Marshall, and Janet Voss. Voss would need a waiver by the board as it does not meet the current criteria contained in Board policy. A page biography on each of these people would be discussed with the students. The students would then vote on the name that they think best represents their new middle school.

Dr. Willis continued with his comments sharing some key facts regarding teacher contract negotiations:

- *Compensation: the average Rockford Public School teacher currently receives a total compensation package (salary & benefits) worth \$83,000 per year. Under the District's offer, most teachers will get salary increases that range from 2.26 to 9.96% in both 2012-2013 and 2013-2014 academic years.*
- *Health Care: the average Illinois teacher contributes 11% toward single coverage and 41% towards family coverage. Rockford Public School teachers contribute 5% for both. Under the District's proposal monthly premiums would increase from \$25 to \$50 for an individual and increase from \$89 to \$178 for a family. There's no cap in the District's proposal. In a compromise, that concept was removed weeks ago.*
- *Pensions: Rockford Public School teachers currently do not contribute toward their pension. The District is proposing that teachers make a small contribution to their own pensions; less than 1% per year.*
- *Length of day: at 5-1/2 hours, Rockford has one of the shortest school days of area public school Districts. The Rockford Public School 205 Board proposes to increase the length of day from 5-1/2 hours to 6-1/2 hours for K-6 students with additional planning periods. Additionally, high school teachers who agree to teach a sixth class will be paid a stipend of 20%.*
- *Class size: the District is proposing an increase from 21 to 24 students for full day Kindergarten classes. This Kindergarten class size of 24 without a para is lower than Districts of similar size and socio-economic status within a range of up to 30 miles.*

In summary, the District has tremendous respect for our teachers, but we must balance their concerns with the RPS primary mission, which is to address both the current and future

instructional needs of our students, and the ability of the community to sustain that operation. The District has been reasonable in negotiations and has made significant changes and compromises. There's no reason that both parties cannot quickly reach a fair new agreement. The dispute should be settled at the bargaining table, where solutions are found. The District continues to be ready, willing, and able to negotiate a fair, new contract.

XI. Committee Reports

- A. Education Committee – Mrs. Makulec asked Mrs. Powers to give the report. Mrs. Powers reported that the meeting was very short. Mrs. Hayes and her team presented two textbooks that are coming up later on the agenda. There was a very short, impromptu discussion about Ombudsman; however, people left the meeting because they didn't think discussion would take place, and it was cut short. The next meeting will be on April 2nd.
- B. Operations Committee – Mr. Rollins reported that the Operations Committee has not met since the last meeting. The next meeting will be held on Tuesday, April 3rd at 5:30 pm.

XII. Action Items

- A. ETA Cuisenaire – Mrs. Hayes

Motion by Mrs. Powers seconded by Mrs. Moore to **approve** the ETA Cuisenaire contract.

Mrs. Cyrus explained "hands-on" as meaning using manipulative materials to learn reading, math, and science such as reading rods and math rods, designed for our lowest functioning students. The materials were purchased last year in a package that included nine days of professional development; teaching and coaching designed to bridge between the materials and where the students are.

Approved unanimously.

XIII. Other Business/New Business/Agenda Recommendations

- A. High School English Textbook Adoption – Mrs. Hayes

All criteria for the adoption process have been met; getting the teachers together, coming to and approval by the Instructional Council, bringing it to the Education Committee. This is an expenditure of \$600,000.

- B. High School AP Environmental Science Text – Mrs. Hayes

The course is being introduced next year in four high schools by four teachers. This is an expenditure of \$24,000.

Dr. Willis commented that the dollars stated for the adoptions are in the current budget. Just as the Readiness Rocks are in the basic, foundational budget, beginning with those Rocks, as they come forward; they are covered in the budget.

All students receive a textbook.

There is an adoption cycle process in place for every subject area, allowing the District to replace books every 7-8 years.

Other business included a question relative to ISAT testing. Mrs. Hayes responded one of the most critical problems is making sure all the guidelines are followed. Everyone in the Instructional area monitored each school in the testing process, visiting each school three times during testing week making sure all procedures were adhered and monitored. We can't comment on anything other than what was observed. Mrs. Hayes stated she was very appreciative of the way schools handled it.

XIV. Adjournment

Motion by Mrs. Jackson seconded by Mrs. Powers that the board **reconvene** in closed session to discuss collective bargaining issues.

Approved on voice vote.

President: Harmon Mitchell

Secretary: J Jackson

Approved: April 24, 2012

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Program Expansion/Movement

2012/2013 school year



Superintendent's Report
March 27, 2012



Transitional Program of Instruction

(program that transitions students to instruction in English)

High School Program moves from
Guilford to East

Middle School Program moves from
West to Lincoln



Budget for TPI Movement:

3 to 5 additional FTE for sheltered classes
for East. ~~255,000~~ up to 425,000

Movement from West to Lincoln $\frac{0}{425,000}$



Middle School CAPA Program

Middle School program Moves from Ellis
to West.

Ellis becomes a K-5 elementary school.



Budget for Movement of CAPA:

Dance floor:	10,000
Facilities build out relocation	<u>40,000</u>
	50,000

Creation of Dennis Early Childhood Center

Open 11 classrooms:

Seven classrooms in partnership with
Head Start

Two classrooms moved from elementary
sites

Two new RPS classrooms

Budget for Dennis:

Nine additional teachers	765,000
Two additional Paras	60,000
Refurbish Building	15,000
Classroom set-up/materials	75,000
Creation of library	68,000
2 additional paras for screening	60,000
	1,043,000

Montessori Expansion

Elementary school remains at Haight Campus.

Middle School Moves to Pod A in "old Kennedy Building".



Budget for Montessori Expansion:

Staffing (2 EC, 1 elementary 1 middle teacher, 2 paraprofessionals)	400,000
Montessori training for 4 new teachers	36,000
Montessori classroom set-up	50,000
100 days Sue Haney Bauer	<u>30,000</u>
	516,000



Washington Expansion

Elementary Program remains at Washington campus.

Middle School Program moves to Pod B in "old Kennedy Building".



Budget for Washington Expansion:

1 additional teacher for grades 3, 4, and 5 85,000

Budget for Washington/Montessori Facility:

Facility build-out (painting, carpet, etc.)	150,000
Technology	70,000
Library furniture	35,000
Library books	<u>40,000</u>
	295,000

Student vote for
Name That School!

Jane Addams
Thurgood Marshall
***Janet Voss**

