

**GENEVA COMMUNITY UNIT SCHOOL DISTRICT NUMBER 304  
227 NORTH FOURTH STREET, GENEVA, ILLINOIS  
RECORD OF PROCEEDINGS OF A REGULAR SESSION  
OF THE BOARD OF EDUCATION**

The Board of Education of Community Unit School District Number 304 met in a regular session on Monday, December 10, 2012, at 7:00 p.m. at Coultrap, 1113 Peyton, Geneva, Illinois.

**1. CALL TO ORDER**

- 1.1 Roll Call
- 1.2 Welcome
- 1.3 Pledge
- 1.4 Reminder to sign attendance sheet

The meeting was called to order at 7:00 p.m. by President Grosso.

Board members present: President Mark Grosso, Matt Henry, Mike McCormick, Tim Moran, Vice President Kelly Nowak, Policy Committee Chair Mary Stith, Finance Committee Chair Bill Wilson.  
Late: None. Absent: None.

The President welcomed everyone, led them in the Pledge and reminded them to sign the attendance record.

District administrators present: Tom Rogers, Principal, Geneva High School; Doug Drexler, Associate Principal, Geneva High School; Craig Collins, Assistant Superintendent Personnel Services; Donna Oberg, Assistant Superintendent Business Services; Patty O'Neil, Assistant Superintendent Curriculum & Instruction; and Dr. Kent Mutchler, Superintendent.

Others present: Dan Garrett, Tom Anderson, Lisa Gillette, Wayne Woltman, Harry Rooker, Robert Mann, Fred Dresser, Kathy & Jim VanSpankeren, Candan Spellman, Jim Hamilton, Ron & Susan Stevenson, Jason Flaks, Dick Matson, Brenda Schory (K.C. Chronicle), Judy Wehrmeister (GEA), Robert Danek, Guy May, Peter Barickman, Betty Watanabe, Wynn & Marilyn Church, R. L. Cabeen, Lauren Nesbitt, Rick Nagel (PATCH), Doug Rodgers, Mark Beigel, Gail Ryan, Paul Darrow, Robert Grant.

**2. PUBLIC COMMENTS**

***Per Board Policy 0167.3, Section C, Attendees wishing to speak at the Board meeting must register their intention to participate in the public portion(s) of the meeting upon their arrival at the meeting. Complete the form found in the Welcome to Our Meeting brochure and give it to the Presiding Officer or Recording Secretary before the meeting is called to order.***

The President reminded those wishing to speak that they needed to conform to the policy dealing with public participation, that comments or discussion regarding individual students or personnel matters were not permitted, that individuals wishing to address the Board should come to the podium, use the microphone, and state their name and address as the meetings are video recorded.

Comments included:

I'm a twenty-year resident of Geneva. I lived in St. Charles prior to that, and served on the St. Charles Board of Education for fifteen years. I appreciate the difficulty that the Board encounters from time-to-time and I want to compliment the Board on the way that they handled the sensitive teacher negotiations that was recently resolved. I'm the Chairman of the Geneva Economic Development Commission and want to urge the Board to consider a 0% levy. Enrollment has remained even, and it's not a cost of living issue from past years, so don't feel an increase is necessary. In my opinion, the school taxes in Geneva are suppressing and holding down property values, particularly business that might want to move to Geneva are being discouraged by the size of the school tax. Given the amount of the District's reserves and the lack of any economic pressure to increase the levy, I urge the Board to leave the levy at the same level as last year. Otherwise we'll see a spiral where property values go down because of the school levy and we'll need to have higher levies in order to keep the monetary increases the same. I think that can be prevented and we can send a signal to the market by holding the levy to where it was last year.

I attended a Board meeting a few meetings ago to make the Board aware of the fact that the GHS First Robotics team needed a place in Geneva to build their robots for competition. I've come back to share the good news that thanks to Geneva High School Principal, Tom Rogers, Mary Keyzer, the club's teacher advisor, Harrison Principal Shonette Sims, who first offered space that ended up not being conducive to building a robotic, and Darcy Thompson, Fabyan Principal, who found space at her building for the club to meet and build their robots and wants the GHS students to demonstrate their robots for the Fabyan elementary school students, the problem was solved. I wanted to thank everyone involved.

I am a Geneva resident and am here to urge the Board to consider levying the full 3% for 2012. I understand the commitment of the Board to the taxpayers of Geneva, but feel that a levy of anything less than the full amount will be something we'll regret for years to come. The difference between a levy of 1.5% and 3% on a \$315,000 home is only \$76. The budget shortfall faced by the district will be \$900,000 and that amount will be lost forever and could only be reclaimed in the future through a referendum. The loss won't just hurt the district next year, its effect will compound every year after. As a teacher in Geneva, I've worked hard to work with the budget reductions already made in past years in order to continue to offer the same quality program for students. I've lost 66% of my budget in the past five years. I rely more on parent support organizations for funds and focus on ways to stretch my budget. There will come a time when the dollars won't stretch anymore. I realize there are residents struggling in Geneva, but we are trying to provide tax relief through abatement. Abatement doesn't have a compounding effect on the future funds available to the District but a levy reduction does have a long-term impact. A reduced levy will weaken the District and eventually force cuts. The reserve fund is a finite amount of money and once it's gone, it's gone. As they make a decision on the 2012 levy, I'd like the Board to keep in mind what \$900,000 in cuts to the budget will mean.

I attended the Finance Committee meeting an hour ago, met some of the members and appreciate getting a better understanding of the numbers. I'd also like to recommend a 0% levy. The PMA projections at the Finance Committee indicated things would hit the reserves pretty hard if there was a 0% levy for the next five years. But I think 0% this year and looking at the next five years separately is the way to look at it. It would send a signal to the community and to the taxpayers that a 0% levy still gets a tax rate at a record over the last twelve years. Even a 0% levy would be a 5.99 tax rate and still have a \$264 increase for a \$315,000 home. I urge the Board to consider 0% now. You're not stuck with it and it would send a signal to the community. According to a PATCH straw poll, 89% of the respondents said a 0% levy would be their preference, with 12% saying 1.5%. To the previous speaker, the 1.5% isn't a \$900,000 cut; it's a cut from the maximum allowed. The budget from last year is still more than the year before and that is always an increase.

I'm a Geneva homeowner with three children in Geneva schools. Thanks to the Board for the energy and the time you give. It is much appreciated. I'm also requesting the Board consider a 0% levy this year. \$900,000 below the 3% levy is not a real concession. It's still \$1.2 million over last year's operating budget. During the November 12th presentation, and what was mentioned here, a lower tax levy amount will affect future tax collection due to the nature of compounding the increase over time. But, I'm reminded of something that was said during the recent teacher negotiations as an emotional ploy to sway the public. The GEA President stated late in the negotiations that ". . . one lost step can cost a teacher \$20,000 over the course of their career. . . so, now you know why a freeze is something the GEA is not willing to consider." As a Board, you asked the teachers in the coming year to focus on the fact that administrators and other employees took a hard salary freeze. All these people had to figure out how to manage their household budgets regardless of the rate of inflation or emergencies. They had to live within their means. I'm asking that you, please, give the Geneva community the very same courtesy by honoring a budget freeze that you've asked of the employees of the District. You are very able members of the community and I look to you to represent the best interests of the entire community. I commend the administration for providing the information needed to make a decision. They do their jobs very well but I believe the information they give you is biased, filtered through the prism of their best interests and not, necessarily, that of the taxpayers. They would want the tax levy to be as high as possible because there is always something to spend money on. They are capable enough to find a way to go a year without increasing their budgets. Please accept a hard freeze and vote for a 0% levy or against the 1.5% and find a way to manage the \$61 million you have. While you may lose the compounding effect the levy would give you, you'd gain the respect of most of the people here tonight.

### **3. APPROVAL OF MINUTES**

- 3.1 Special Session November 20, 2012
- 3.2 Executive Session November 20, 2012
- 3.3 Regular Session November 26, 2012
- 3.4 Executive Session November 26, 2012
- 3.5 Board Retreat Session November 30, 2012

Motion by Stith, second by Nowak, to approve Item 3.1, as corrected, and Item 3.2, as presented. On roll call, Ayes, six (6), McCormick, Moran, Nowak, Stith, Wilson, Grosso. Nays, none (0). Abstained, one (1), Henry. Motion carried unanimously.

Motion by Wilson, second by Nowak, to approve Item 3.3 and 3.4, as presented. On roll call, Ayes, six (6), McCormick, Nowak, Stith, Wilson, Henry, Grosso. Nays, none (0). Abstained, one (1), Moran. Motion carried unanimously.

Motion by Stith, second by Nowak, to approve Item 3.5, as presented. On roll call, Ayes, seven (7), Moran, Nowak, Stith, Wilson, Henry, McCormick, Grosso. Nays, none (0). Motion carried unanimously.

### **4. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS**

- 4.1 Tradition of Excellence Award, Staff Recognition

Lisa Gillette, Health Instructor, Geneva High School

National Board for Professional Teaching Standards National Board Certification

Lisa Gillette was presented the Tradition of Excellence Award in recognition of having earned National Board Certification through the National Board for Professional Teaching Standards program. Gillette is the thirteenth Geneva teacher to earn this certification.

### **5. SUPERINTENDENT'S REPORT**

The Superintendent thanked Board members for their time during the November 30th retreat session and added that it was appreciated by the administration and that it does impact the educational programming for our students. Board members were encouraged to attend as many of the District's winter holiday programs as their schedule permits. He added that winter break is scheduled from December 24th through January 4th, with students returning to school on Monday, January 7, 2013.

### **6. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATIONS**

- 6.1 Geneva High School Improvement Plan Approval

The Assistant Superintendent for Curriculum and Instruction reported that the State implemented a new process this year and she and the high school principal would answer questions from the Board. The No Child Left Behind (NCLB) Elementary and Secondary Education Act (ESEA) Federal legislation subjects schools not making Adequate Yearly Progress for two years in a row to a progression of sanctions. As a result of not making adequate yearly progress, Geneva High School is required to file a very prescriptive School Improvement Plan with the Illinois State Board of Education. Prior to submitting the plan, it must be approved by the Board of Education. The deadline for submitting the plan to the State is December 14, 2012.

Additionally, for over a year, the high school administration and faculty have been engaged in investigating mechanisms to improve learning experiences of students, sustain achievement gains already made, and provide infrastructure for future improvement initiatives. The GHS School Improvement Team is in the process of finalizing a proposal to implement a mechanism that would best meet the needs of the high school. The proposal will be completed in January 2013 and serve as a substantial addendum to the official school improvement plan. Of the thirty-one indicators the high school was required to assess, a common theme surrounding the Professional Learning Community idea evolved that GHS hopes to implement. Six of the indicators that did focus on the idea of instructional teams are woven throughout the proposed plan because that was the way to most effectively move forward.

Discussion, comments, questions: a review of the plan provides a lot of information on where we need to go and many focus on the same theme (the high school intentionally grouped those ideas together to look at goals that were important to them in terms of student achievement; they recognize that a really valid tool to accomplish some of them would be working through professional learning teams); I'm aware of Professional Learning Communities but wonder if the high school team looked at other districts to see what they are doing and what they've gotten out of their professional learning communities (yes, we have; that is the work that the team has been doing for the past year and a

half); the plan indicates that we're integrating the State's new evaluation process, are those teams dispensing that also (yes, the GHS leadership team, which consists of GHS administrators and department chairs, are all using the new evaluation model for the first time this year).

Motion by Stith, second by McCormick, to approve Geneva High School's School Improvement Plan, as presented. On roll call, Ayes, seven (7), Nowak, Stith, Wilson, Henry, McCormick, Moran, Grosso. Nays, none (0). Motion carried unanimously.

An audience member interrupted the meeting to request permission to speak. The President responded that Public Comments had been received at Agenda Item 2 and would be received again at Agenda Item 10 and the audience members would have to wait until the next Public Comment portion of the agenda.

## 6.2 2012 Tax Levy Extension

At its November 12, 2012 meeting, the Board approved a Resolution Regarding Estimated Amounts Necessary to be Levied for Tax Year 2012. The levy amount was 1.5%. The next step in the levy process is to approve the 2012 Tax levy and submit it to the County Clerk before the last Tuesday in December, as required by State statute. Approval of the 2012 tax levy is an important step in the budget process because the 2012 levy receipts cover half of the budget. The estimated amount of taxes to be extended for the year 2012 is \$80,727,201.

The tax levy sets forth the maximum receipts that can be received from property taxation in a given year. The Levy is filed by fund but is limited in aggregate by the Property Tax Extension Limitation Act (PTELL). The Tax Cap Formula limits the actual amount that the school district will receive. Because the 2012 levy will increase less than 5%, a Truth in Taxation hearing was not required.

Discussion, comments, questions: this levy provides funds for this year's budget, as well as for next year's budget, and regarding the \$900,000 less that will be received by levying at 1.5% vs. 3%, I want to clarify that the Board has already made a commitment going forward to reduce that \$900,000 amount from the budget, so, it is, in fact, going to be cut, and I don't know how that has been misunderstood or misinterpreted.

An audience member again interrupted the meeting and was told by the President that the opportunity for public comment had already occurred. The President added that he was disappointed that only one or two community members had attended tonight's Finance Committee that took place just prior to tonight's Board meeting and many questions pertaining to the levy were answered through a Q&A session during the Finance Committee meeting. The audience member responded that he had to work.

Motion by Henry, second by Moran, to adopt the 2012 levy extension in the amount of 1.5%, as presented. On roll call, Ayes, seven (7), Stith, Wilson, Henry, McCormick, Moran, Nowak, Grosso. Nays, none (0). Motion carried unanimously.

## 6.3 Resolution Supporting Governmental Self-insurance Pooling and in Opposition to Non-productive Legislative Restraints

The Assistant Superintendent Business Services reported that in order to help reduce insurance costs, the District belongs to the Collective Liability Insurance Cooperative (CLIC). Public entity risk pools provide a long-term, stable source of risk financing, protected from the price fluctuations associated with the commercial insurance cycle; broad coverage designed to meet the needs of public entities; and training and risk control services tailored to the needs of the public entities. The owners of the pool direct the operation of the pool to maximize the benefit to all participants without a requirement to generate profits for shareholders or other outside owners. In the last year, two pieces of legislation, which were a direct attack on public entity risk pooling in Illinois, were introduced. While the legislation was not successful, there is no guarantee that they may not be raised again in upcoming legislative sessions. If enacted, they would fundamentally change for the worse the way public entity risk pooling operates in Illinois. Based on the possibility that these pieces of legislation may be resurrected, the CLIC recommended that its members take a proactive approach by making their local legislators aware of the local government's opposition to the legislation and the harm it could cause local governments and their taxpayers.

Motion by Nowak, second by Wilson, to adopt the resolution, as presented. On roll call, Ayes, six (6), Wilson, Henry, McCormick, Nowak, Stith, Grosso. Nays, none (0). Abstained, one (1), Moran.

Motion carried unanimously.

It was requested by a Board member that this resolution be sent to the Director of the Illinois Association of School Boards as well as our legislators. (The resolution will be sent to the Collective Liability Insurance Cooperative by all of its members and then CLIC will send out the resolution to everyone at the same time.)

## **7. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATIONS**

None

## **8. INFORMATION**

### **8.1 FOIA Requests & Responses**

Received = 4. Total Costs = \$614.27. Total Employee Hours = 20 hrs. 40 minutes.

Ellis, Sandra, 11/23/12, requested an electronic copy (DVD) of the video of the 11/20/12 Board of Education meeting. Employee hours to complete/respond = 1 hrs. 15 mins. Cost to complete/respond = \$30.67.

Young, Carol, 11/20/2012, requested documents showing the salary and all benefits, including but not limited to sick days, health insurance, retirement enhancements, annuities, tuition reimbursement and bonuses for the school years 2008/09, 2009/10, 2010/11, 2011/12 and 2012/13 for every administrator including central office administrators and administrators at every building. Employee hours to complete/respond = 3 hrs. 55 mins. Cost to complete/respond = \$132.63.

Ellis, Sandra, 11/27/12, requested an electronic copy (DVD) of the video of the November 26, 2012 Board of Education meeting. Employee hours to complete/respond = 1 hr. 15 mins. Cost to complete/respond = \$30.67.

Schory, Brenda (KC Chronicle), 11/12/12, requested the hundreds of emails board members received regarding the recent teacher contract talks and the emails the board of education sent to teachers regarding the removal of their personal belongings from classrooms and teachers being responsible to pay for all of their benefits if they strike. Employee hours to complete/respond = 14 hrs 15 mins. Cost to complete/respond = \$420.30. Attorney cost \$342.00. Total = \$762.30

## **9. CONSENT AGENDA**

### **9.1 Personnel Report: Resignations, Retirements, Leave Requests, Changes in Assignment/FTE, New Hires**

#### New Hires Certified

Donash, Judy, GHS, Reading/Study Skills Support, 1.0 FTE, Start Date 11/26/12

#### New Hires Support

Potnick, Ellen, GMSS, Special Education Assistant, 9 Month, Start Date 12/5/12

#### Reappointments/Reclassifications Support

Murray, Daniel, GMSS, Temporary 2nd Shift Custodian to Full-time 2nd Shift Custodian, 12 Month, Effective 12/3/12

#### Long-term Substitute Support

Cornelson, Irene, GMSS, Special Education Assistant, 9 Month, From 12/5/12 to 1/31/13

Motion by Henry, second by Nowak, to approve Consent Agenda Item 9.1, as presented. On roll call, Ayes, six (6), Henry, McCormick, Moran, Nowak, Wilson, Grosso. Nays, none (0). Abstained, one (1), Stith. Motion carried unanimously.

A Board member clarified that she abstained because she knew some of the individuals recommended for employment.

## **10. COMMENTS FROM THE PUBLIC ON BOARD OF EDUCATION ACTION**

The President reminded audience members that if they wanted to participate during the public portions of the meeting, they needed to comply with Board Policy by completing the form provided and returning it to the Presiding Officer or Recording Secretary prior to the start of the meeting.

Comments included:

I wasn't planning to speak this evening, and did not complete the comment card prior to 7:00. I filled out the form now based on what happened during the meeting. I suggest that you amend your rules for public comment period, second session, so someone could submit the form after 7:00 p.m. Relative to the tax levy, that's a decision this Board has to live with. Regarding the \$900,000 mentioned, it is in no way a cut from your budget. Saying it is, is wrong. It is a cut from the maximum money that would be available if the Board levied 3%. It has nothing to do with the budget

because you've not talked about a budget for next year. To say it's a cut is misleading the public.

## 11. BOARD MEMBER COMMENTS AND REPORTS

*Policy Committee, Finance Committee, Facilities Task Force, Communication Task Force, Joint PTO, Geneva All-Sports Boosters, Geneva Music Boosters, Geneva High School Theater Boosters, Academic Foundation, GEARS, K-12 Discipline Committee, Geneva Coalition for Youth, PRIDE, REMS Grant*

A Board member reported that he'd attended the recent GHS PTO meeting. Common Core Standards and the future of the Coultrap facility were discussed. The only question asked at the high school meeting was the same as the one asked at the middle school PTO meeting, which was about the elementary boundary study, which points out the high-level of interest. He explained that he had abstained on the resolution supporting self-insurance pooling because he serves on legislative committees for both Illinois State and the Chicago Bar Association and didn't want to be in a position where he might have to take a different position, so he simply took no position regarding this topic.

The Elementary Boundary Study Task Force met and is on target for its first of the year timetable for bringing this topic forward. It is still a work in progress. Also, the Geneva Academic Foundation has a new fund raiser, Chuck-a-Duck, which is being played at GHS home basketball games. Encourage anyone at the basketball games to participate. The Illinois Association of School Boards, Kishwaukee Division, is hosting a forum for school board candidates on April 4, 2013, in Prairie Grove, IL. In February, the IASB is also hosting a Data 1st Workshop for identifying student achievement.

Only two community members attended tonight's Finance Committee meeting. At the meeting, handouts were distributed. One of the handouts was prepared by PMA Financial, and provided levy scenarios as well as the potential impact of future pension costs to our budget and reserves long-term. While there are no remaining handouts, we can provide copies to interested Board members. The Committee will be looking at abatement in January. Abatement is still one of the most cost-effective means of trying to maintain the long-term debt at about \$14.8 million in future years.

A Board member clarified that at this point in time, the resulting loss of approximately \$900,000 by adopting a 1.5% levy is not, as pointed out by an audience member, money that is coming out of a budget. The Board hasn't developed next year's budget. The Board of Education, particularly the Finance Committee, made a decision last year to try to hold the debt service amount level, and in doing that trying to eliminate some of the pain our taxpayers are experiencing due to the contractual obligations we have with respect to the debt that is increasing dramatically. The Board is trying to maintain a level of what we paid in 2010; \$14,878,000. The Board has been abating money on an annual basis and while it is the Board's intent to do this long-term, it's not something they can do without yearly discussion and without passing a resolution. This year, the abatement amount appears to be approximately \$5 million, based on the dollar amount above the \$15,000,000 the Board set for itself in the Education Fund. The \$15,000,000 amount that is maintained in the Education Fund is not an arbitrary dollar amount pulled out of thin air. It's based on approximately two months of expenses and payroll in order to provide a cushion to avoid a cash-flow problem. Abatements have been made in the past and they continue to provide benefits not just this year but next year, too. The abatement planned for January 2013 will help the District for the next couple of years. The \$900,000 that has been talked about as "cuts" comes about due to the fact that if the Board levies something less than the full amount, the District realizes a smaller dollar amount, even though the amount will be larger than what was received in the past. When 1.5%, or even 0%, is applied to the District's financial model, in 2015, the District will not be able to hold the debt service payment level. The Board has discussed that as they begin preparing the budget for the coming year, they will look at cuts that will get us there. I'm going on record to say that number is actually larger based on projections that we've just done. And as a speaker pointed out, the only way to get there is to do some wholesale cuts to the program and I don't know that I'd be in favor of that. It's likely that because the Board has supported a levy of 1.5% and not the full 3%, we are going to have to look at some cuts. But it's also likely that in 2015, the tax bill that will be paid on the 2014 levy, the Board won't be able to hold that amount flat as we have been able to unless there are changes in the EAV. While the Board isn't talking about cuts to the budget now, it is the Board's intention to cut that dollar amount so that we can not only offer a lower amount today but can continue to do abatements in the future and give our taxpayers the most relief that we can.

The next opportunity the Board would be able to do any debt refinancing is 2015 in order to try to keep the debt level amount as low as possible. Even though abatement is the least expensive

option, there are other options that the Board could look at in 2014 and 2015 to try to continue to keep a more level debt repayment schedule.

The ability to abate if you look at the long-range plan, five-year plan, and the information provided at the Finance Committee, abatement will directly impact whether the Board has to cut programs or not and is strongly tied to the levy. The ability to abate is very important.

It's important to note that the Board passed this year's budget in the fall and some of these tax dollars received in this year are for this budget.

Yes, we will get some of the tax money at the end of this year but our debt payment and everything is on next year's budget and that is where we plan to look at about \$1 million in cuts to keep the debt service lower.

It's also important to note that the June 30, 2012, financial snapshot showed approximately \$59 million in reserves but that amount was as of June 30, the debt service amount showed a \$7 million balance. So, of that \$59 million, \$7 million is allocated to debt service, which is a portion of the long-term debt payment that must be made in January. And again, those dollar amounts were as of June and the \$7.2 million wasn't even available to us as a reserve or as funds that we could use. Even though it shows as a reserve balance, it was already allocated to pay for long-term debt January first next year.

**12. NOTICES / ANNOUNCEMENTS**

None.

**13. EXECUTIVE SESSION TO CONSIDER MATTERS PERTAINING TO THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY [5 ILCS 120/2(c)(1); AND PENDING LITIGATION [5 ILCS 120/2(c)(11)]**

At 7:51 p.m., motion by Stith, second by Henry, to go into executive session to consider matters pertaining to the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body, and pending litigation. On roll call, Ayes, seven (7), McCormick, Moran, Nowak, Stith, Wilson, Henry, Grosso. Nays, none (0). Motion carried unanimously.

At 8:00 p.m., following a break for the room to clear, the Board moved into executive session.

At 8:25 p.m., Collins and Oberg left the executive session and the meeting.

At 8:38 p.m., motion by Wilson, second by Henry, and with unanimous consent, the Board returned to open session.

The Superintendent checked to see if anyone was waiting for the Board to return to open session. There was not.

**14. ACTION POSSIBLE FOLLOWING EXECUTIVE SESSION**

Motion by Wilson, second by Moran, to approve administrative salary adjustments for 2012/2013. On roll call, Ayes, seven (7), Moran, Nowak, Stith, Wilson, Henry, McCormick, Grosso. Nays, none (0). Motion carried unanimously.

Motion by Nowak, second by Wilson, to approve evaluation stipends, as discussed. On roll call, Ayes, seven (7), Nowak, Stith, Wilson, Henry, McCormick, Moran, Grosso. Nays, none (0). Motion carried unanimously.

Motion by Wilson, second by Moran, to approve the Superintendent's contract, as discussed. On roll call, Ayes, seven (7), Stith, Wilson, Henry, McCormick, Moran, Nowak, Grosso. Nays, none (0). Motion carried unanimously.

**15. ADJOURNMENT**

At 8:40 p.m., motion by Nowak, second by Wilson, and with unanimous consent, the meeting was adjourned.

APPROVED \_\_\_\_\_  
(Date)

\_\_\_\_\_

PRESIDENT

SECRETARY \_\_\_\_\_

\_\_\_\_\_

RECORDING  
SECRETARY