

Regular Meeting

Monday, March 15, 2021 6:30 PM

Unit #10 Administrative Annex, 123 W. Clay, Collinsville, IL 62234

1. **Call to Order - President Peccola**

2. **Roll Call**

3. **Pledge of Allegiance**

4. **Public Forum**

4.1. Written Correspondence

4.1.a. 2/23/21 Correspondence from Connie Kenny

4.2. Audience Input

5. **Reports/Requests**

5.1. Recognition

5.2. Superintendent's Report - Dr. Brad Skertich

Board Update #81

Board Members,

This week marks the first time in a year we will have students attending four days-a-week in grades Pre-K through 12. Our staff, families and students have and continue to adapt during a pandemic and while the school day looks different, we are grateful to be functioning as close to normal as possible. As we progress through the remainder of the school year, we will continue to adapt and evolve as guidance changes and prepare to attend school five days a week during the 21-22 school year.

The district has initiated plans for summer school, English Language Learners and Jump Start Programs to address the impact of the pandemic on our students both academically and socially utilizing CARES I and II funding. Additionally, tonight's meeting focuses on curriculum, programs and professional development to offset the impact of the pandemic on our students and improve the quality of education provided by our staff with a multi-year approach.

Information below provides a snap shot of changes coming to the district in the months ahead. I want to compliment the efforts at the building and district levels on how to best utilize CARES II funding.

- Provide transportation to students attending Summer School, EPIC or Jump Start to ensure all students have equitable access to programs.
- Overload schedule for identified math teachers at CHS to work with at-risk or students in jeopardy failure.
- Maintain current technology to enhance instruction (Chromebooks, Promethean Boards, and Software).
- Safety and Cleaning Products
- Curriculum Purchases
 - CMS Math Curriculum
 - Elementary Reading Curriculum
 - CMS Social Studies Review
 - CHS English Curriculum
- 8 to 10 Ed-Assistants to support at-risk kindergarten students in identified classrooms to improve academic skills that have been prioritized after fall benchmark assessments.
- Increase Instructional Coaches that provide professional development regarding instructional practices and data driven instruction.
- CHS Success Center Program to provide academic and social emotional supports for identified students.
- Kahok Academy Program to provide academic and social emotional supports for identified students.
- Emergent EL Program to provide services for students that need additional supports than are provided by current EL Programs (bi-lingual and pull-out).
- EL Pre-K and ECE Blended Program to serve the academic and social emotional needs of Hispanic 3 and 4-year-old students.

- Social Emotional Edgenuity Program to assist with students' social emotional needs.
 - Determine the number of students that will qualify for Remote Instruction during the 21-22 school year and employ staff to work with remote students as the district returns to a normal school day.
-
- Mr. Turner and I have been working with the Latino Roundtable, Katie Heaton from the Fairmont City Library and PC's for People to help bridge the digital divide for our community members with Chromebooks the district is scheduled to recycle each year. After discussions over the past six weeks, Katie Heaton and PC's for People and Mr. Turner have arranged a distribution date for CUSD #10 families to acquire a recycled Chromebook and hotspot to ensure they have a device and connectivity at home. Distribution is tentatively scheduled for mid-April and will occur at the Fairmont City Library on Friday evening.

5.3. Financial Report - Mrs. Uta Robison



Collinsville CUSD #10
Board Meeting 3/15/2021
Financial Summary for February 2021



Collinsville CUSD #10									
Cut of Date:	28-Feb-21								
Months:	8			67%			67%		
FY20-21	FY21 Budget Revenue	YTD Revenue	As %	FY21 Budget Expenditures	YTD Expenditures	As %	Fund Balance Beginning of Year	Transfer as Notes only	28-Feb-21
Education (10)	\$ 57,156,357	\$ 44,640,190	78%	\$ 59,204,018	\$ 38,057,552	64%	\$ 11,378,091		\$ 17,960,728
Operations & Maintenance (20)	\$ 4,522,100	\$ 4,064,006	90%	\$ 4,709,611	\$ 3,360,817	71%	\$ 6,062,135		\$ 6,765,325
--transfer to Fund 30 and 60								\$ (1,280,000)	\$ -
Bond & Interest (30)	\$ 2,616,000	\$ 2,411,142	92%	\$ 2,594,530	\$ 2,339,199	90%	\$ 364,753	\$ 280,000	\$ 436,696
Transportation (40)	\$ 4,786,290	\$ 3,480,301	73%	\$ 4,977,140	\$ 1,543,829	31%	\$ (949,424)		\$ 987,049
IMRF / Soc.Sec.(50)	\$ 2,118,000	\$ 1,898,542	90%	\$ 2,174,183	\$ 1,368,814	63%	\$ 1,997,584		\$ 2,527,312
Site & Construction (60)	\$ 4,005,000	\$ 4,000,387	100%	\$ 4,000,000	\$ 1,107,186	28%	\$ 122,292	1000000 + 3MIL	\$ 3,015,492
Working Cash (70)	\$ 430,576	\$ 379,516	88%	\$ -	\$ 3,000,000		\$ 17,576,561	\$ (3,000,000)	\$ 14,956,077
Tort (80)	\$ 2,542,076	\$ 2,310,348	91%	\$ 2,995,040	\$ 1,549,152	52%	\$ 580,298		\$ 1,341,494
Fire & Safety (90)	\$ 402,576	\$ 361,564	90%	\$ 1,376,000	\$ 201,086	15%	\$ 2,066,840		\$ 2,227,318
Total:	\$ 78,578,975	\$ 63,545,997	\$ 1	\$ 82,030,522	\$ 52,527,636	\$ 1	\$ 39,199,130		\$ 50,217,491
4 Operating Funds:	\$ 66,895,323	\$ 52,564,013		\$ 68,890,769	\$ 45,962,198		\$ 34,067,363		\$ 40,669,179

	Program	Voucher date	Amount	Processed	Program Category July 1, 2020 -
2020	3705-00	6/4/2020	\$11,440.00	7/17/2020	Early Childhood - Block Grant
2021	3705-00	9/2/2020	\$40,444.00	9/22/2020	Early Childhood - Block Grant
2021	3705-00	10/1/2020	\$40,444.00	10/14/2020	Early Childhood - Block Grant
2021	3705-00	11/4/2020	\$40,445.00	12/23/2020	Early Childhood - Block Grant
2021	3705-00	12/2/2020	\$40,444.00	12/23/2020	Early Childhood - Block Grant
2021	3705-00	1/6/2021	\$40,444.00	3/3/2021	Early Childhood - Block Grant
2021	3705-00	2/3/2021	\$40,445.00		Early Childhood - Block Grant
2021	3705-00	3/3/2021	\$40,444.00		Early Childhood - Block Grant

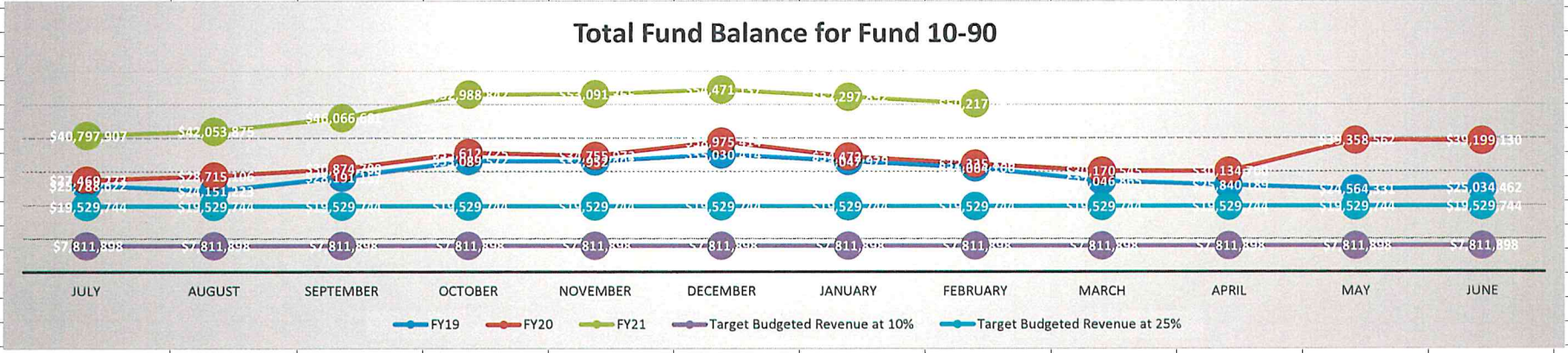


Questions ?

Investment Report for February 28, 2021

Investments	from the General Ledger	28-Feb-21	from Investment Institutions	28-Feb-21
Fund 10	Education	\$ 17,646,205.93		\$ -
Fund 20	Operations & Maintenance	\$ 6,326,618.74	Prime Investor (Busey)	\$ 2,510,990.95
Fund 30	Debt Service	\$ 29,831.68	PMA 10887-101	\$ 35,063,566.78
Fund 40	Transportation	\$ 502,746.58	PMA 10887-207	\$ 7,607,917.57
Fund 50	IMRF/Social Security	\$ 2,332,313.32	PMA 10887-208 Taxable	\$ 2,401,770.99
Fund 60	Capital Projects	\$ 2,910,492.37		
Fund 70	Working Cash	\$ 14,920,963.99		
Fund 80	Tort	\$ 1,147,187.17		
Fund 90	Fire & Safety	\$ 1,767,834.37		
	Posting adjustment	\$ 52.14		
Total:	All Funds:	\$ 47,584,246.29	Total:	\$ 47,584,246.29
				\$ 0.00

Collinsville CUSD#10												
Unit												
FY21 Budget Revenue	\$ 78,118,975											
Data is from end of month												
Total Fund Balances from Fund 10 to 90	July	August	September	October	November	December	January	February	March	April	May	June
FY19	\$ 25,788,622	\$ 24,151,223	\$ 28,191,157	\$ 33,089,572	\$ 32,952,403	\$ 35,030,414	\$ 33,047,975	\$ 31,064,166	\$ 27,046,865	\$ 25,840,189	\$ 24,564,331	\$ 25,034,462
FY20	\$ 27,469,273	\$ 28,715,106	\$ 30,874,788	\$ 35,612,725	\$ 34,755,972	\$ 38,975,414	\$ 34,472,738	\$ 32,335,886	\$ 30,170,545	\$ 30,134,700	\$ 39,358,562	\$ 39,199,130
FY21	\$ 40,797,907	\$ 42,053,875	\$ 46,066,681	\$ 52,988,842	\$ 53,091,365	\$ 54,471,137	\$ 52,297,892	\$ 50,217,491				
Target Budgeted Revenue at 10%	\$ 7,811,898	\$ 7,811,898	\$ 7,811,898	\$ 7,811,898	\$ 7,811,898	\$ 7,811,898	\$ 7,811,898	\$ 7,811,898	\$ 7,811,898	\$ 7,811,898	\$ 7,811,898	\$ 7,811,898
Target Budgeted Revenue at 25%	\$ 19,529,744	\$ 19,529,744	\$ 19,529,744	\$ 19,529,744	\$ 19,529,744	\$ 19,529,744	\$ 19,529,744	\$ 19,529,744	\$ 19,529,744	\$ 19,529,744	\$ 19,529,744	\$ 19,529,744



Collinsville CUSD #10

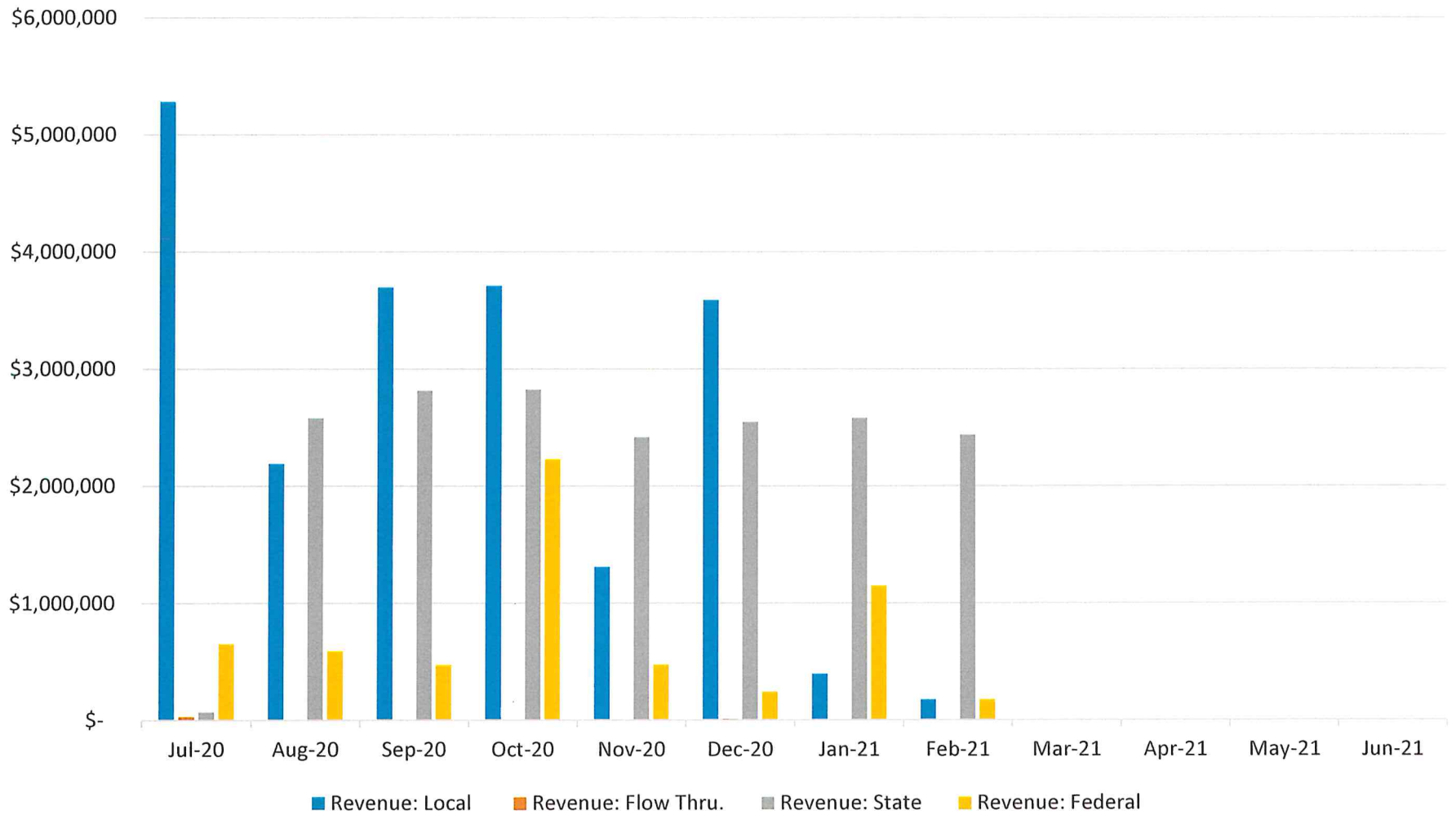
Tracking Fund Balances as required by IMRF

IMRF & Social Security Fund (50) separated by its two components.

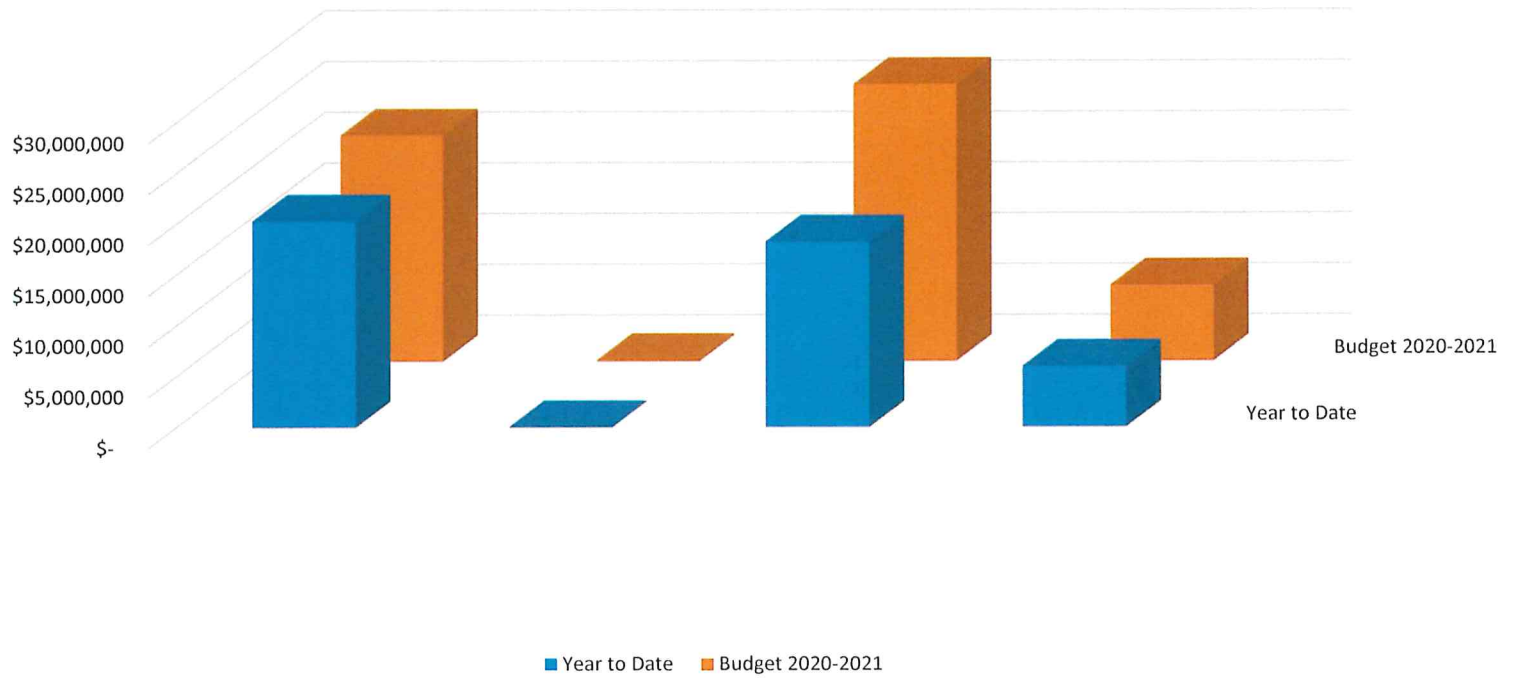
	Dec-20			Jan-21			Feb-21		
	IMRF	Social Security	Fund 50	IMRF	Social Security	Fund 50	IMRF	Social Security	Fund 50
Beginning Fund Balance	\$ 1,344,955	\$ 1,399,567	\$ 2,736,813	\$ 1,356,915	\$ 1,427,934	\$ 2,777,140	\$ 1,306,931	\$ 1,366,490	\$ 2,665,713
Revenue									
Tax levy	\$ 115,586	\$ 153,272		\$ 9,528	\$ 12,635		\$ 6,986	\$ 9,264	
CPPRT	\$ 1,459	\$ 1,645		\$ 6,938	\$ 7,823		\$ -	\$ -	
Interest	\$ 81	\$ 93		\$ 37	\$ 49		\$ 28	\$ 38	
Other	\$ -	\$ -		\$ -	\$ -		\$ -	\$ -	
Revenue Total:	\$ 117,126	\$ 155,010	\$ 272,136	\$ 16,502	\$ 20,507	\$ 37,009	\$ 7,015	\$ 9,302	\$ 16,317
Expenditures									
IMRF object 212	\$ 105,166			\$ 66,486			\$ 69,260		
Social Security object 213		\$ 73,081			\$ 47,141			\$ 50,201	
Medicare object 214		\$ 53,562			\$ 34,809			\$ 35,257	
Expenditures Total:	\$ 105,166	\$ 126,642	\$ 231,809	\$ 66,486	\$ 81,950	\$ 148,436	\$ 69,260	\$ 85,459	\$ 154,718
Adjustment									
Ending Month Fund Balance	\$ 1,356,915	\$ 1,427,934	\$ 2,777,140	\$ 1,306,931	\$ 1,366,490	\$ 2,665,713	\$ 1,244,687	\$ 1,290,334	\$ 2,527,312

COLLINSVILLE CUSD #10										
										with Activity Accounts
EDUCATION FUND	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Year to Date	Budget 2020-2021
BEGINNING FUND BALANCE	\$ 11,375,686	\$ 11,793,427	\$ 11,674,913	\$ 13,853,265	\$ 18,440,228	\$ 18,482,613	\$ 19,244,324	\$ 19,211,886	\$ 11,375,686	\$ 11,375,686
Audit or other adj.	\$ 2,405		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0	\$ 2,405	\$ -
Audit Adjusted Fund Balance	\$ 11,378,091	\$ 11,793,427	\$ 11,674,913	\$ 13,853,265	\$ 18,440,228	\$ 18,482,613	\$ 19,244,324	\$ 19,211,886	\$ 11,378,091	\$ 11,375,686
REVENUE: LOCAL										
Property Taxes	\$ 4,983,567	\$ 2,045,850	\$ 3,659,667	\$ 3,580,915	\$ 1,293,100	\$ 2,733,964	\$ 225,370	\$ 165,249	\$ 18,687,682	\$ 19,815,000
Corporate Replacement Taxes	\$ 118,409	\$ 87,500	\$ -	\$ 110,925	\$ -	\$ 28,709	\$ 136,540	\$ -	\$ 482,083	\$ 695,000
Tuition	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100
Earnings on Investment	\$ 744	\$ 515	\$ 510	\$ 1,096	\$ 742	\$ 1,208	\$ 612	\$ 470	\$ 5,897	\$ 62,000
Food Service	\$ 294	\$ 13,458	\$ 315	\$ 642	\$ 1,563	\$ 537	\$ 698	\$ 400	\$ 17,907	\$ 300,000
Pupil Activities	\$ 9,300	\$ 3,556	\$ 885	\$ 1,000	\$ 210	\$ 350	\$ 700	\$ 300	\$ 16,301	\$ 327,100
Textbooks	\$ 162,221	\$ 37,487	\$ 9,217	\$ 9,245	\$ 8,696	\$ 2,232	\$ 9,110	\$ 5,232	\$ 243,441	\$ 300,000
Other Rev. from Loc. Source includes 1960 TI	\$ 3,573	\$ 1,100	\$ 25,030	\$ 3,892	\$ 2,690	\$ 817,363	\$ 21,396	\$ 340	\$ 875,383	\$ 780,100
Total Local	\$ 5,278,108	\$ 2,189,466	\$ 3,695,624	\$ 3,707,715	\$ 1,307,002	\$ 3,584,363	\$ 394,426	\$ 171,990	\$ 20,328,694	\$ 22,279,300
REVENUE: FLOW-THRU									\$ -	\$ -
State	\$ 32,412	\$ -	\$ 1,000	\$ 3,218	\$ -	\$ 10,853	\$ -	\$ 1,593	\$ 49,076	\$ 69,200
Federal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 66,000
Revenue: Flow-Thru	\$ 32,412	\$ -	\$ 1,000	\$ 3,218	\$ -	\$ 10,853	\$ -	\$ 1,593	\$ 49,076	\$ 135,200
REVENUE: STATE									\$ -	\$ -
State Aid		\$ 2,550,996	\$ 2,415,470	\$ 2,415,470	\$ 2,415,470	\$ 2,415,470	\$ 2,415,470	\$ 2,418,833	\$ 17,047,179	\$ 25,910,000
Spec Ed-categoricals		\$ -	\$ 278,710	\$ 343,356	\$ -	\$ -	\$ 164,136	\$ -	\$ 786,202	\$ 625,000
NA for FY10 Voc Ed-Tech Prep		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Bilingual and State Lunch		\$ -	\$ 30,977	\$ -	\$ -	\$ 323	\$ -	\$ 18,610	\$ 49,910	\$ 75,000
NA since FY09 Adult Ed-State 3-1		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0	\$ -	\$ 50,000
FY21 Truants Alt. Optional Ed. Grant	\$ 4,687	\$ -	\$ 91,712	\$ 0	\$ -	\$ 130,645	\$ -	\$ -	\$ 227,044	\$ 610,000
EC Prevention	\$ 37,823	\$ 26,390	\$ -	\$ 65,322	\$ -	\$ -	\$ 0	\$ -	\$ 129,535	\$ 2,877
State Library Grant		\$ 2,877	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,877	\$ -
Other	\$ 26,333	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 26,333	\$ -
Revenue: State	\$ 68,843	\$ 2,580,263	\$ 2,816,869	\$ 2,824,148	\$ 2,415,470	\$ 2,546,438	\$ 2,579,606	\$ 2,437,443	\$ 18,269,079	\$ 27,272,877
REVENUE: FEDERAL									\$ -	\$ -
NA Esea-Chapter 2-Formula		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 98,476	\$ -	\$ 98,476	\$ -
National Lunch Program	\$ -	\$ -	\$ 23,831	\$ -	\$ 405,248	\$ 180,248	\$ 519,447	\$ 170,577	\$ 1,299,351	\$ 1,400,000
Title I, Esea-Chap1-Low Income	\$ -	\$ 507,486	\$ 143,706	\$ 152,949	\$ -	\$ -	\$ 25,931	\$ -	\$ 830,072	\$ 1,969,280
Title IV, Esea-Drug Free-Formula	\$ 62,135	\$ -	\$ 7,684	\$ 5,969	\$ -	\$ -	\$ 433,789	\$ -	\$ 509,577	\$ 60,000
Fed-Sp Ed- (3)	\$ 524,529	\$ 34,590	\$ 195,456	\$ 422,246	\$ -	\$ -	\$ -	\$ -	\$ 1,176,821	\$ 1,620,000
NA Adult Education	\$ -	\$ -	\$ -	\$ 1,588,345	\$ -	\$ -	\$ 72,200	\$ -	\$ 1,660,545	\$ 1,200,000
Bilingual 4905, 4909	\$ 67,111	\$ 49,588	\$ 102,464	\$ 57,059	\$ 71,415	\$ 63,036	\$ -	\$ 7,825	\$ 418,498	\$ 1,219,700
Other Transfers/ Gain/Loss	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Revenue: Federal	\$ 653,775	\$ 591,665	\$ 473,141	\$ 2,226,568	\$ 476,662	\$ 243,284	\$ 1,149,843	\$ 178,402	\$ 5,993,340	\$ 7,468,980
TOTAL REVENUE	\$ 6,033,138	\$ 5,361,394	\$ 6,986,634	\$ 8,761,649	\$ 4,199,134	\$ 6,384,938	\$ 4,123,874	\$ 2,789,428	\$ 44,640,190	\$ 57,156,357
	\$ -									
EDUCATION FUND	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Year to Date	Budget 2020-2021
Salaries	\$ 4,365,568	\$ 3,017,502	\$ 3,060,842	\$ 3,129,572	\$ 3,143,606	\$ 4,630,465	\$ 3,031,549	\$ 3,106,487	\$ 27,485,592	\$ 42,894,873
Employee Benefits	\$ 601,684	\$ 563,956	\$ 616,432	\$ 576,833	\$ 581,639	\$ 608,103	\$ 587,140	\$ 587,450	\$ 4,723,237	\$ 6,898,792
Purchased Services	\$ 375,091	\$ 1,119,156	\$ (526,531)	\$ 116,030	\$ 212,329	\$ 249,714	\$ 148,084	\$ 182,373	\$ 1,876,246	\$ 3,195,215
Supplies And Materials	\$ 152,858	\$ 602,679	\$ 1,183,138	\$ 95,804	\$ 70,627	\$ (118,982)	\$ 45,356	\$ 27,097	\$ 2,058,575	\$ 2,487,118
Capital Outlay	\$ 1,056	\$ 76,697	\$ 49,587	\$ 133,495	\$ 38,842	\$ 76,242	\$ 275,642	\$ 26,751	\$ 678,312	\$ 838,000
Tuition 680	\$ 105,632	\$ 90,967	\$ 421,100	\$ 118,096	\$ 107,337	\$ 176,785	\$ 68,267	\$ 109,465	\$ 1,197,649	\$ 2,335,420
Non-Capitalized Equipment	\$ -	\$ 8,325	\$ 2,239	\$ 3,390	\$ 298	\$ 125	\$ 274	\$ 963	\$ 15,615	\$ 54,600
Termination Benefits	\$ 15,915	\$ 625	\$ 1,475	\$ 1,467	\$ 2,070	\$ 775	\$ -	\$ -	\$ 22,327	\$ 200,000
Activity Accounts										\$ 300,000
TOTAL EXPENDITURES	\$ 5,617,802	\$ 5,479,907	\$ 4,808,282	\$ 4,174,687	\$ 4,156,749	\$ 5,623,227	\$ 4,156,313	\$ 4,040,586	\$ 38,057,552	\$ 59,204,018
ENDING FUND BALANCE-SDS	\$ 11,793,427	\$ 11,674,913	\$ 13,853,265	\$ 18,440,228	\$ 18,482,613	\$ 19,244,324	\$ 19,211,886	\$ 17,960,728	\$ 17,960,728	\$ 9,328,025
	3 payrolls					3 payrolls reclassification for CARES grant				

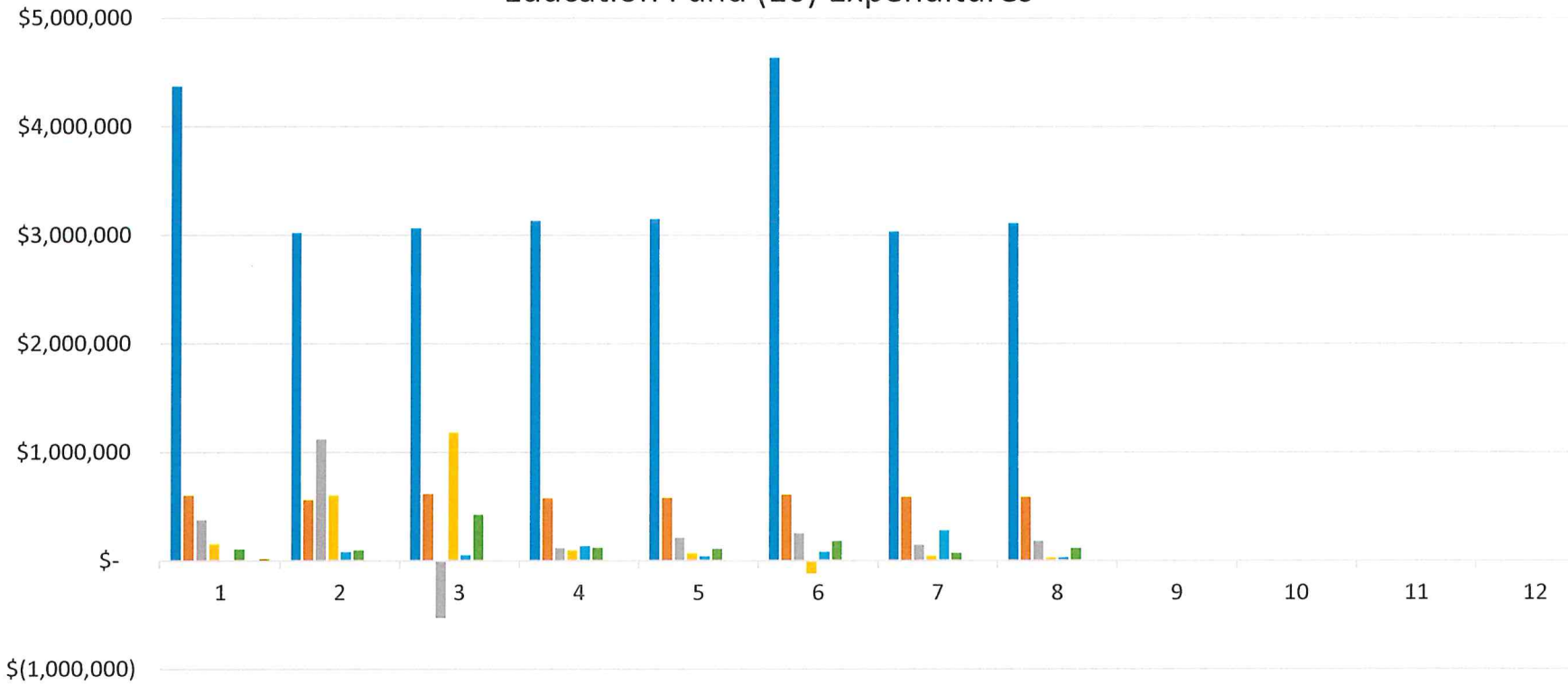
Education Fund (10) Revenue



Education Fund (10) Revenue

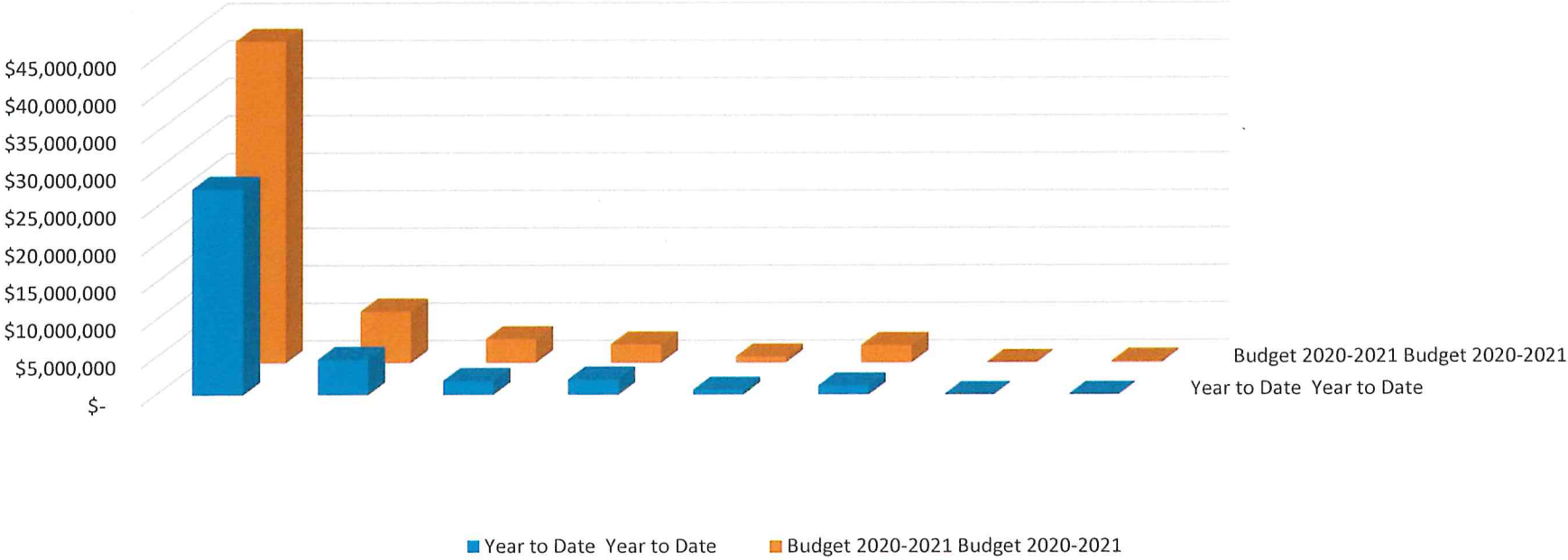


Education Fund (10) Expenditures



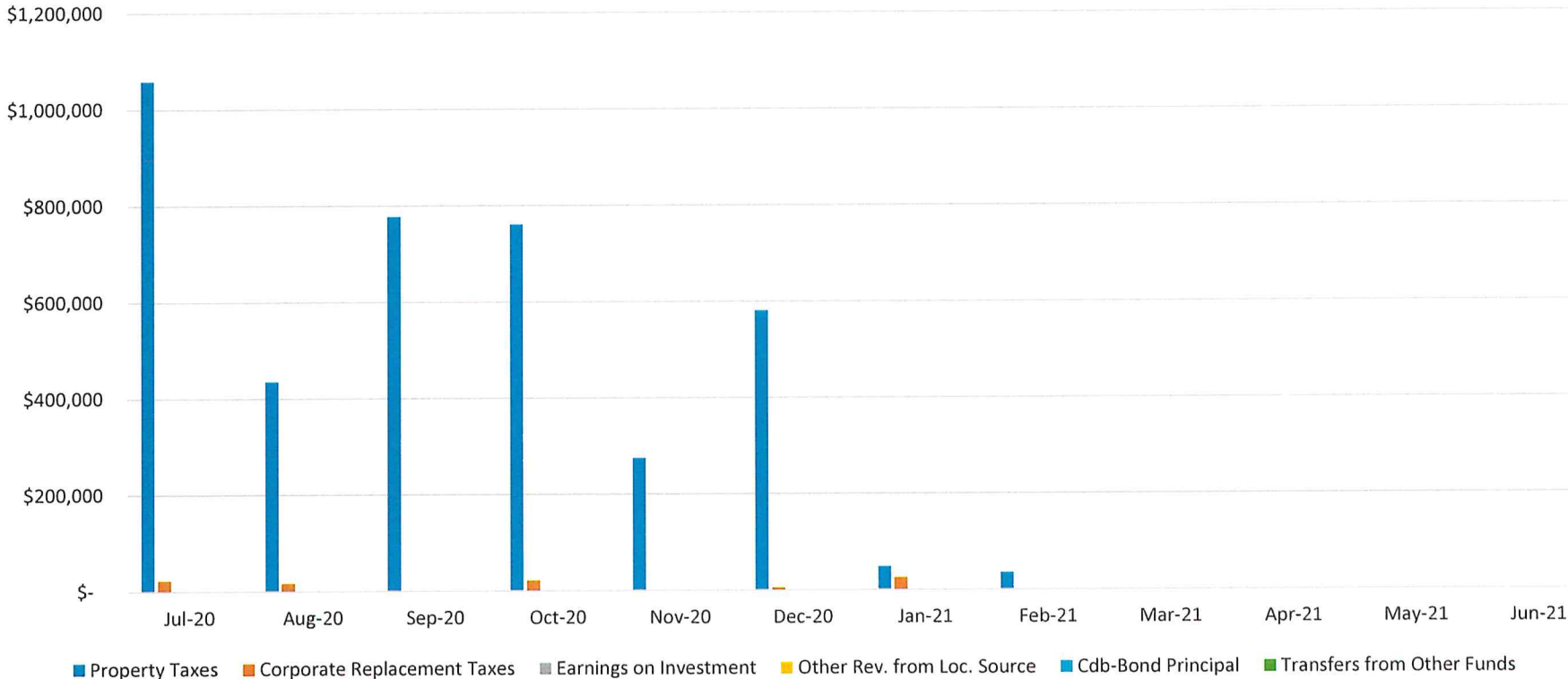
- Salaries
- Employee Benefits
- Purchased Services
- Supplies And Materials
- Capital Outlay
- Tuition 680
- Non-Capitalized Equipment
- Termination Benefits

Education Fund (10) Expenditures

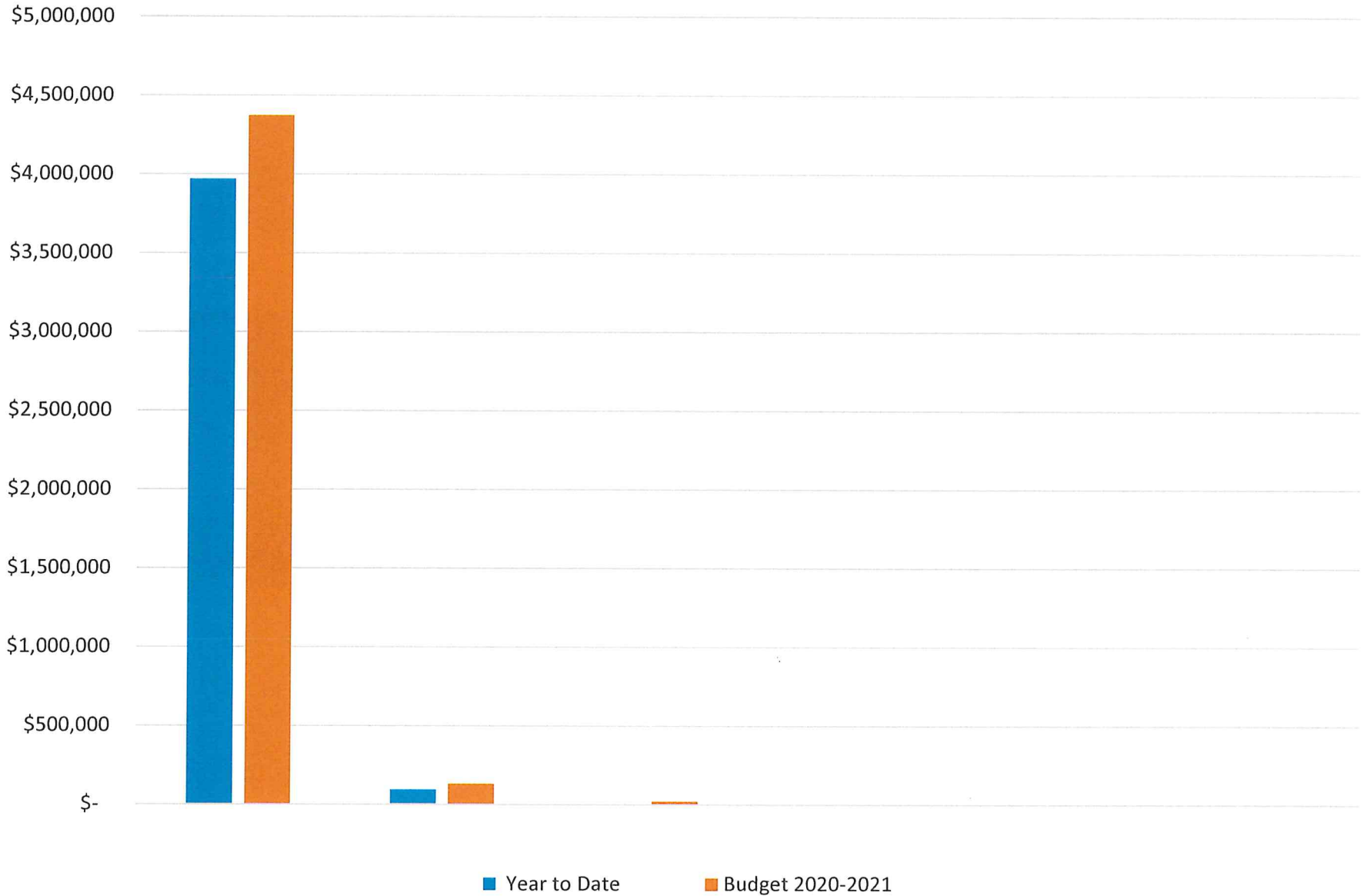


COLLINSVILLE CUSD #10										
OPERATION AND MAINTENANCE FUND										
	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Year to Date	Budget 2020-2021
	2404.54									
BEGINNING FUND BALANCE	\$ 6,064,540	\$ 6,858,003	\$ 7,052,634	\$ 6,272,134	\$ 6,781,925	\$ 6,882,679	\$ 7,083,172	\$ 6,918,517	\$ 6,064,540	\$ 6,064,540
Audit Adj	\$ (2,404)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (2,404)	\$ -
Audit Adjusted Fund Balance	\$ 6,062,136	\$ 6,858,003	\$ 7,052,634	\$ 6,272,134	\$ 6,781,925	\$ 6,882,679	\$ 7,083,172	\$ 6,918,517	\$ 6,062,136	\$ 6,064,540
REVENUE: LOCAL	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Year to Date	Budget 2020-2021
Property Taxes	\$ 1,058,246	\$ 434,446	\$ 777,149	\$ 760,425	\$ 274,596	\$ 580,572	\$ 47,859	\$ 35,091	\$ 3,968,383	\$ 4,372,000
Corporate Replacement Taxes	\$ 22,859	\$ 16,892	\$ -	\$ 21,414	\$ -	\$ 5,542	\$ 26,359	\$ -	\$ 93,066	\$ 130,000
Earnings on Investment	\$ 439	\$ 316	\$ 276	\$ 406	\$ 276	\$ 445	\$ 221	\$ 177	\$ 2,557	\$ 20,000
Other Rev. from Loc. Source	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100
Cdb-Bond Principal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Transfers from Other Funds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL REVENUE	\$ 1,081,543	\$ 451,654	\$ 777,425	\$ 782,245	\$ 274,873	\$ 586,559	\$ 74,439	\$ 35,269	\$ 4,064,006	\$ 4,522,100
EXPENDITURES:	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Year to Date	Budget 2020-2021
Salaries	\$ 59,574	\$ 39,833	\$ 40,055	\$ 39,807	\$ 39,807	\$ 59,650	\$ 39,807	\$ 41,808	\$ 360,342	\$ 649,500
Employee Benefits	\$ 7,810	\$ 7,055	\$ 5,913	\$ 6,674	\$ 6,828	\$ 6,674	\$ 7,192	\$ 6,544	\$ 54,691	\$ 83,638
Purchased Services	\$ 133,258	\$ 104,799	\$ 84,896	\$ 116,019	\$ 98,879	\$ 93,881	\$ 96,929	\$ 78,060	\$ 806,722	\$ 964,160
Supplies And Materials	\$ 84,886	\$ 105,335	\$ 128,312	\$ 109,953	\$ 28,605	\$ 220,159	\$ 95,166	\$ 59,169	\$ 831,585	\$ 1,649,800
Capital Outlay	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,557	\$ -	\$ 2,397	\$ 5,954	\$ 300,100
Other Objects, Transfers	\$ -	\$ -	\$ 1,298,749	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,298,749	\$ 1,320,350
Non-Capitalized Equipment	\$ 149	\$ -	\$ -	\$ -	\$ -	\$ 2,144	\$ -	\$ 481	\$ 2,774	\$ 68,000
To Fund 60	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ 285,677	\$ 257,022	\$ 1,557,925	\$ 272,454	\$ 174,119	\$ 386,065	\$ 239,094	\$ 188,460	\$ 3,360,817	\$ 5,035,548
ENDING FUND BALANCE	\$ 6,858,003	\$ 7,052,634	\$ 6,272,134	\$ 6,781,925	\$ 6,882,679	\$ 7,083,172	\$ 6,918,517	\$ 6,765,326	\$ 6,765,326	\$ 5,551,093
			transfer to Fund 30							
			\$ 280,000							
			transfer to Fund 60							
			\$ 1,000,000							

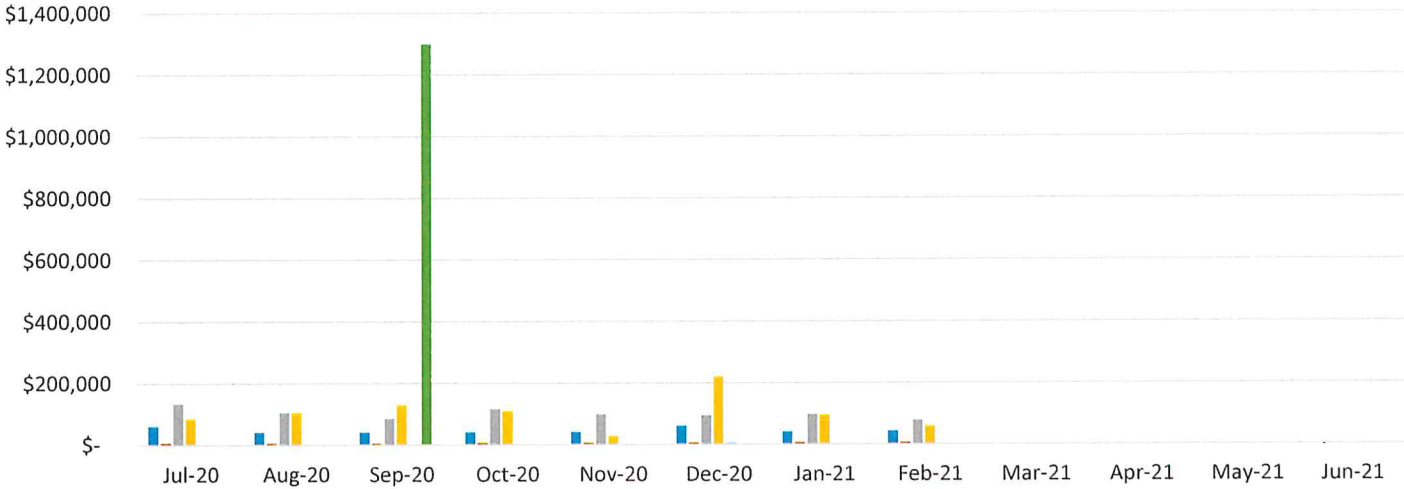
Operations & Maintenance Fund (20) Revenue



Operations & Maintenance Fund (20) Revenue

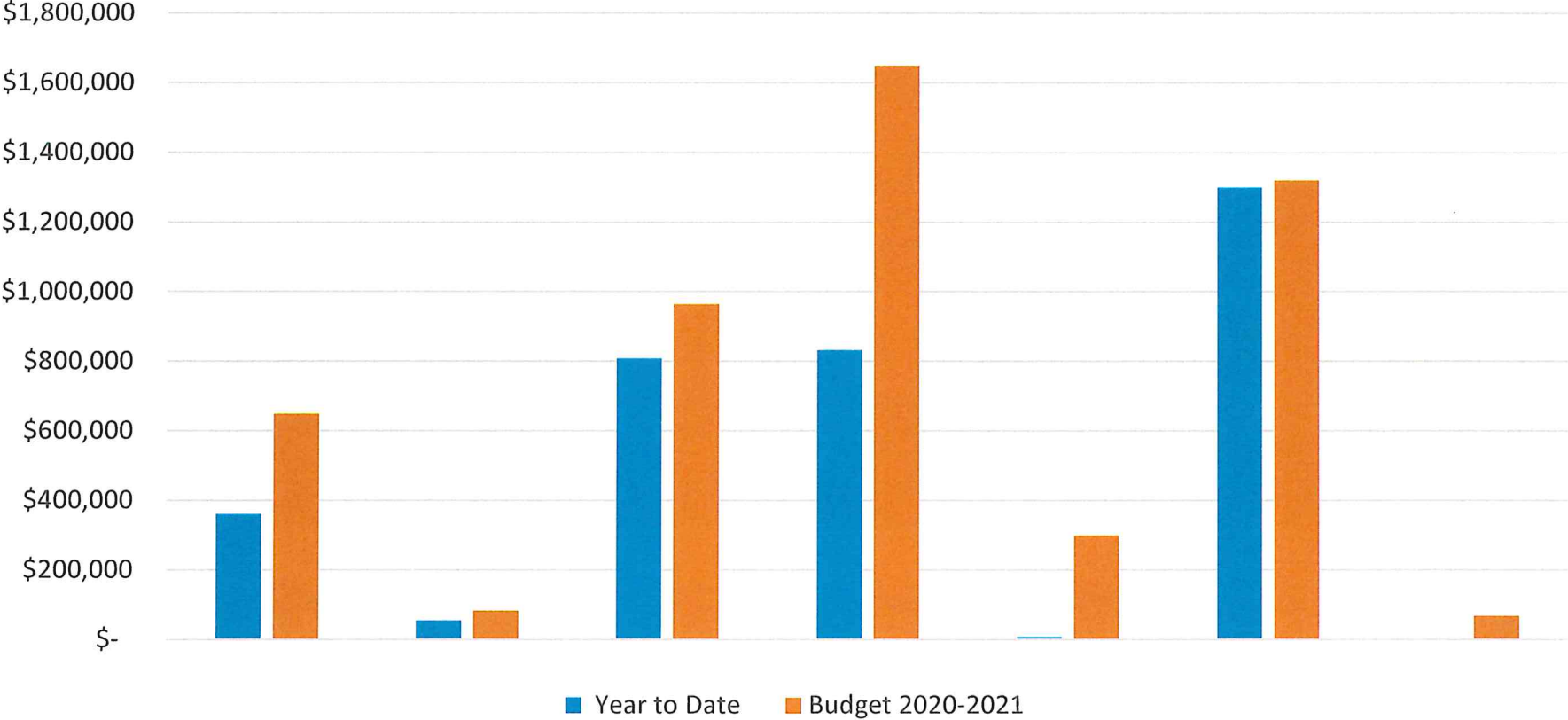


Operations & Maintenance Fund (20) Expenditures



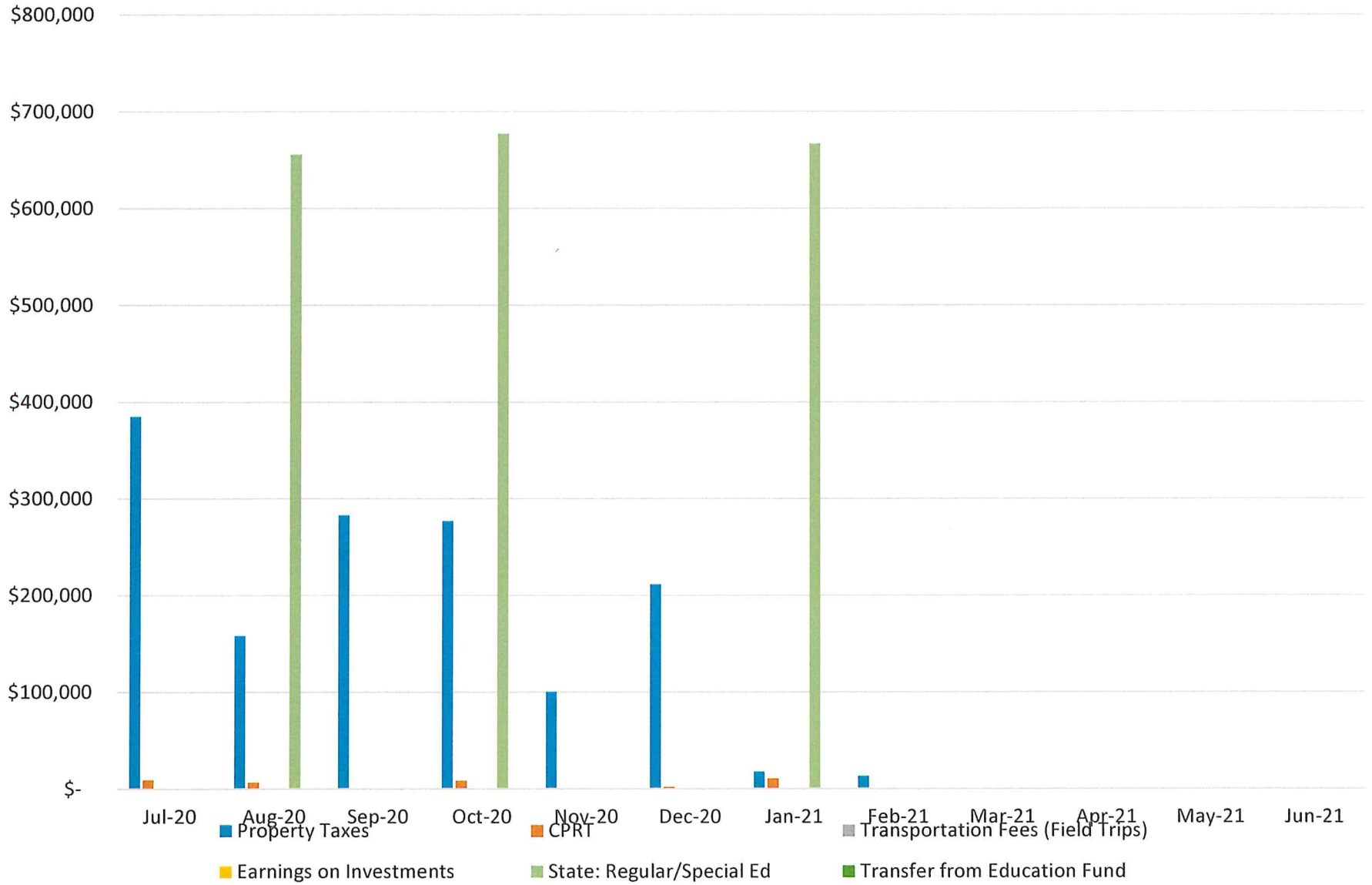
■ Salaries
 ■ Employee Benefits
 ■ Purchased Services
 ■ Supplies And Materials
 ■ Capital Outlay
 ■ Other Objects, Transfers
 ■ Non-Capitalized Equipment

O&M Fund (20) Expenditures

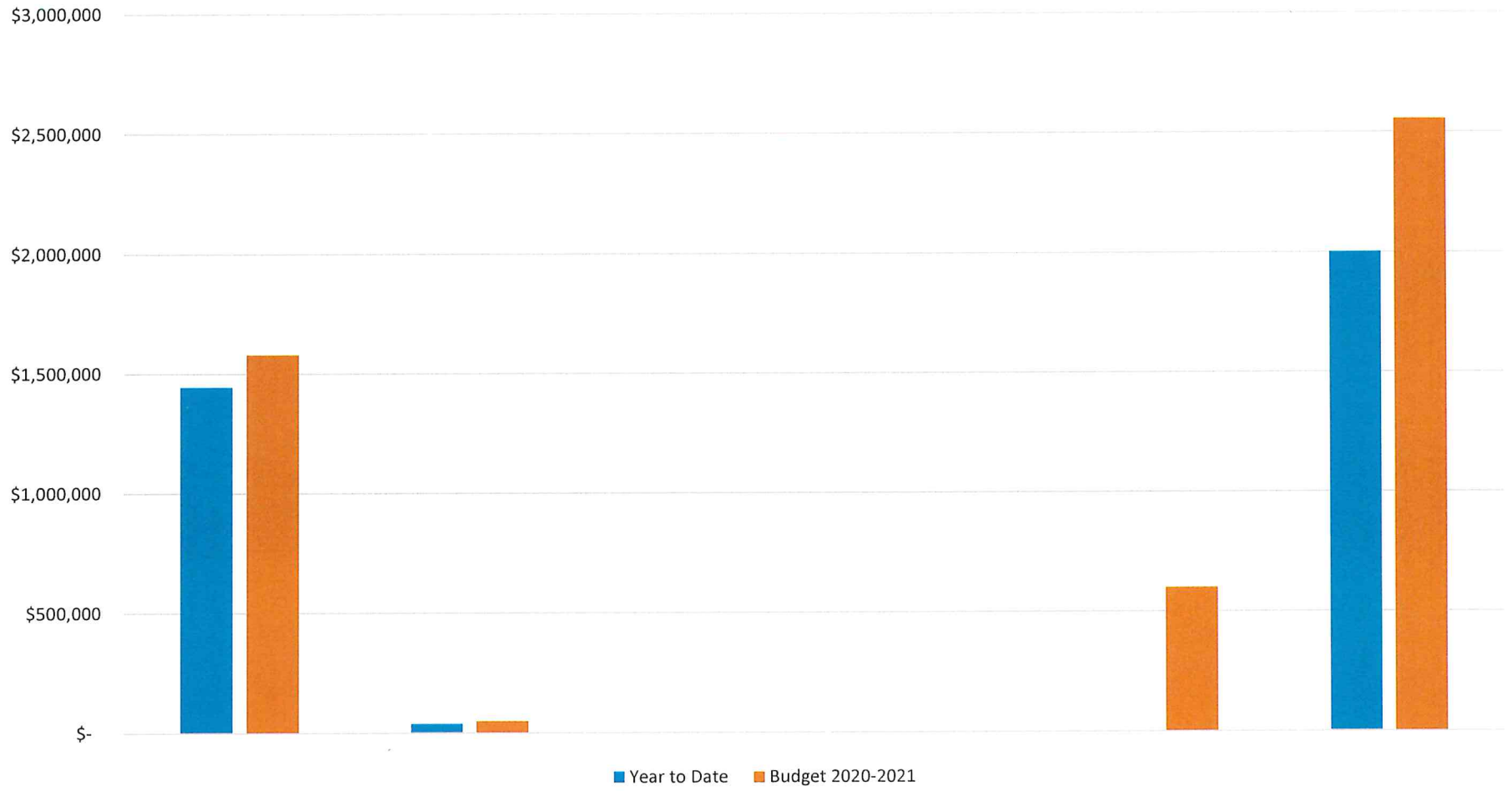


COLLINSVILLE CUSD #10										
TRANSPORTATION FUND	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Year to Date	Budget 2020-2021
BEGINNING FUND BALANCE	\$ (949,424)	\$ (551,951)	\$ 268,533	\$ 520,434	\$ 1,091,233	\$ 791,436	\$ 706,807	\$ 1,263,908	\$ (949,424)	\$ (949,424)
Audit Adj. -\$1,418		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Audit Adjusted Fund Balance	\$ (949,424)	\$ (551,951)	\$ 268,533	\$ 520,434	\$ 1,091,233	\$ 791,436	\$ 706,807	\$ 1,263,908	\$ (949,424)	\$ (949,424)
	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Year to Date	Budget 2020-2021
Property Taxes	\$ 384,832	\$ 157,981	\$ 282,600	\$ 276,519	\$ 99,854	\$ 211,117	\$ 17,403	\$ 12,761	\$ 1,443,067	\$ 1,580,000
CPRT	\$ 9,144	\$ 6,757	\$ -	\$ 8,566	\$ -	\$ 2,217	\$ 10,544	\$ -	\$ 37,227	\$ 50,000
Transportation Fees (Field Trips)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100
Earnings on Investments	\$ 5	\$ 52	\$ 60	\$ 106	\$ 72	\$ 82	\$ 78	\$ 33	\$ 488	\$ 500
State EBF	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 600,000
State: Regular/Special Ed	\$ -	\$ 655,694	\$ -	\$ 677,171	\$ -	\$ -	\$ 666,655	\$ -	\$ 1,999,520	\$ 2,555,690
Transfer from Education Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL REVENUE	\$ 393,981	\$ 820,484	\$ 282,660	\$ 962,362	\$ 99,926	\$ 213,416	\$ 694,679	\$ 12,794	\$ 3,480,301	\$ 4,786,290
EXPENDITURES:										
	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Year to Date	Budget 2020-2021
Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,000.00
Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 9,020.00
Purchased Services	\$ (3,492)	\$ -	\$ 20,894	\$ 394,556	\$ 402,309	\$ 298,381	\$ 137,896	\$ 289,615	\$ 1,540,157	\$ 4,879,120
Supplies and Materials	\$ -	\$ -	\$ (372)	\$ (2,993)	\$ (2,586)	\$ (336)	\$ (317)	\$ 37	\$ (6,567)	\$ 32,000
Capital Outlay	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tuition to VOC	\$ -	\$ -	\$ 10,238	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 10,238	\$ 27,000
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL EXPENDITURES	\$ (3,492)	\$ -	\$ 30,759	\$ 391,562	\$ 399,723	\$ 298,045	\$ 137,579	\$ 289,653	\$ 1,543,829	\$ 4,977,140
ENDING FUND BALANCE	\$ (551,951)	\$ 268,533	\$ 520,434	\$ 1,091,233	\$ 791,436	\$ 706,807	\$ 1,263,908	\$ 987,049	\$ 987,049	\$ (1,140,274)

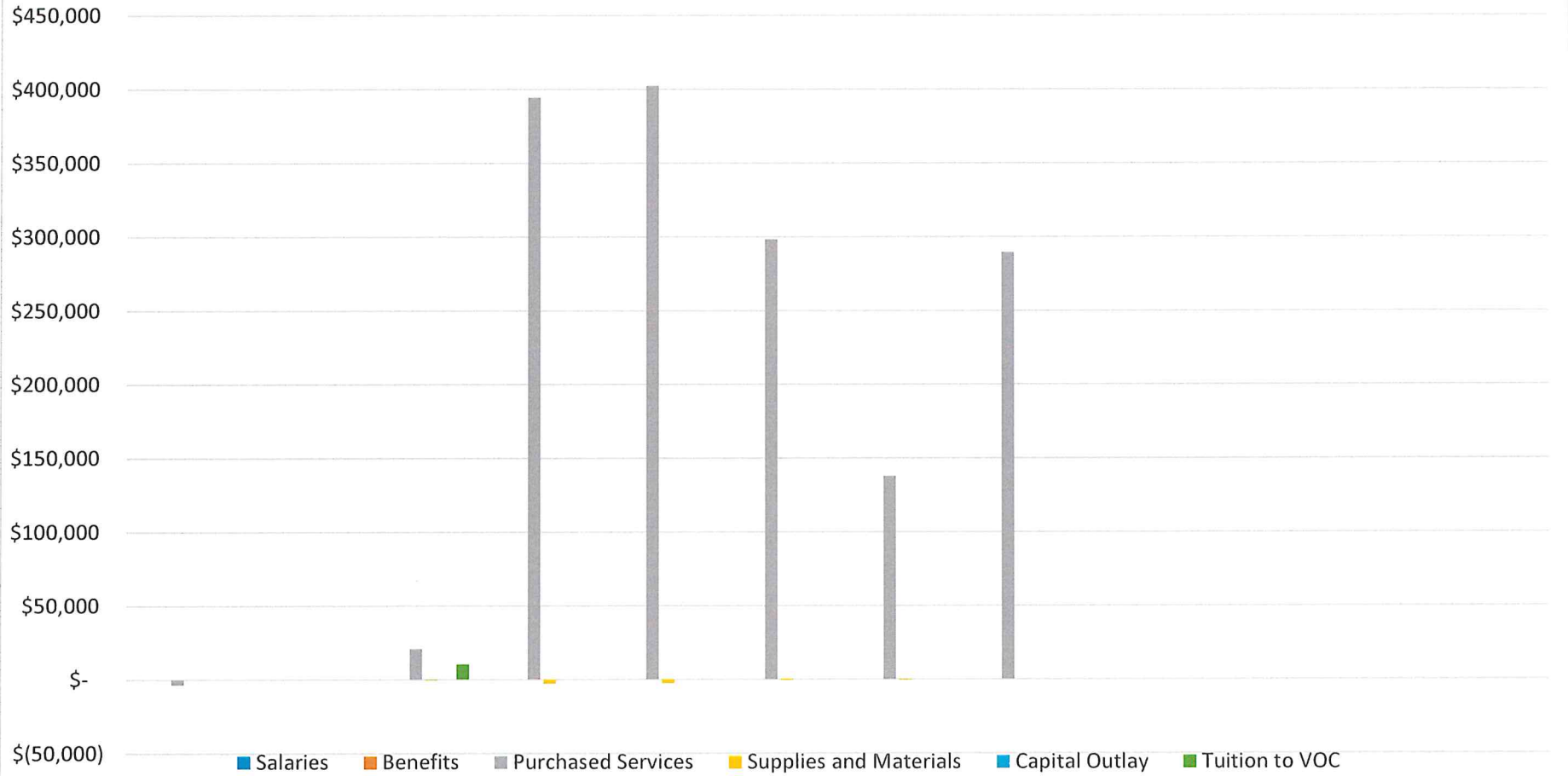
Transportation Fund (40) Revenue



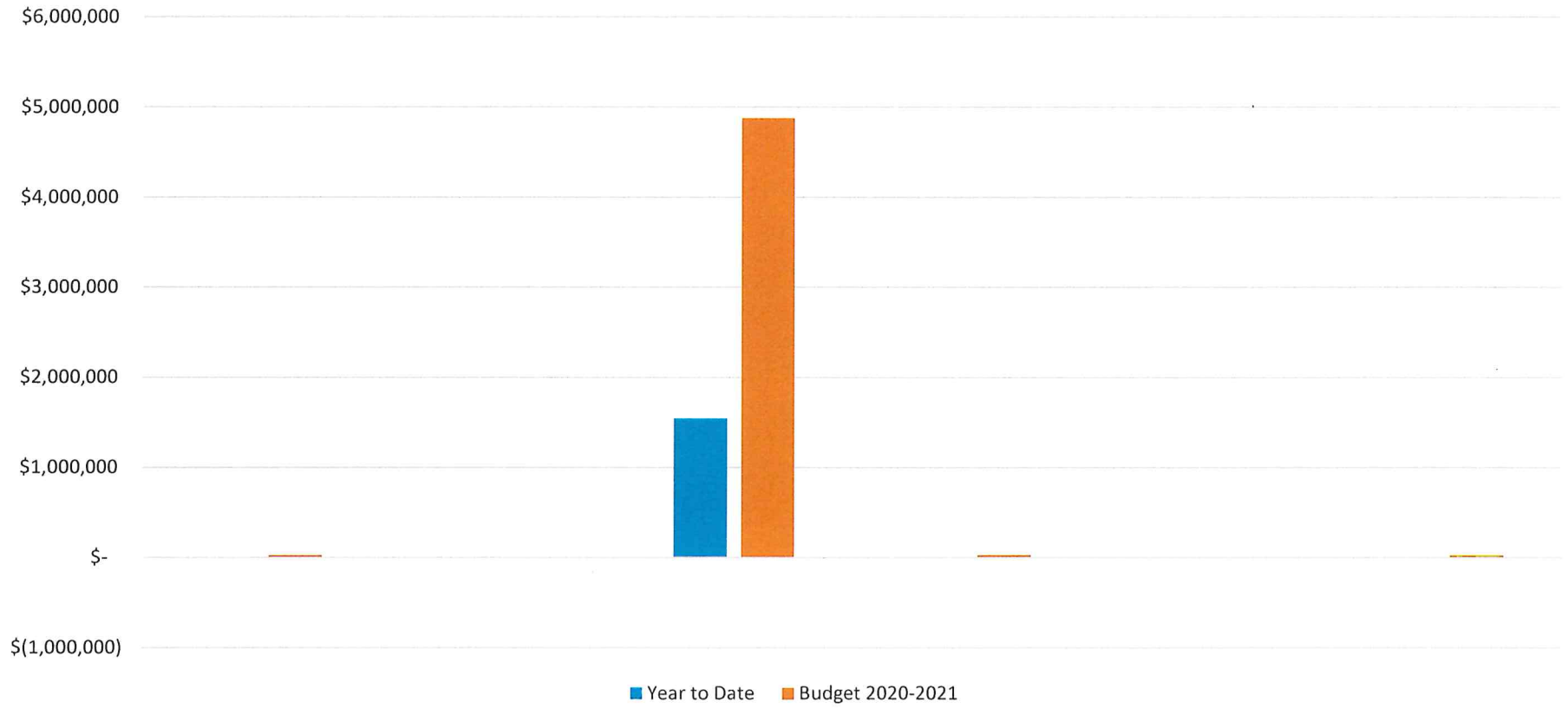
Transportation Fund (40) Revenues



Transportation Fund (40) Expenditures

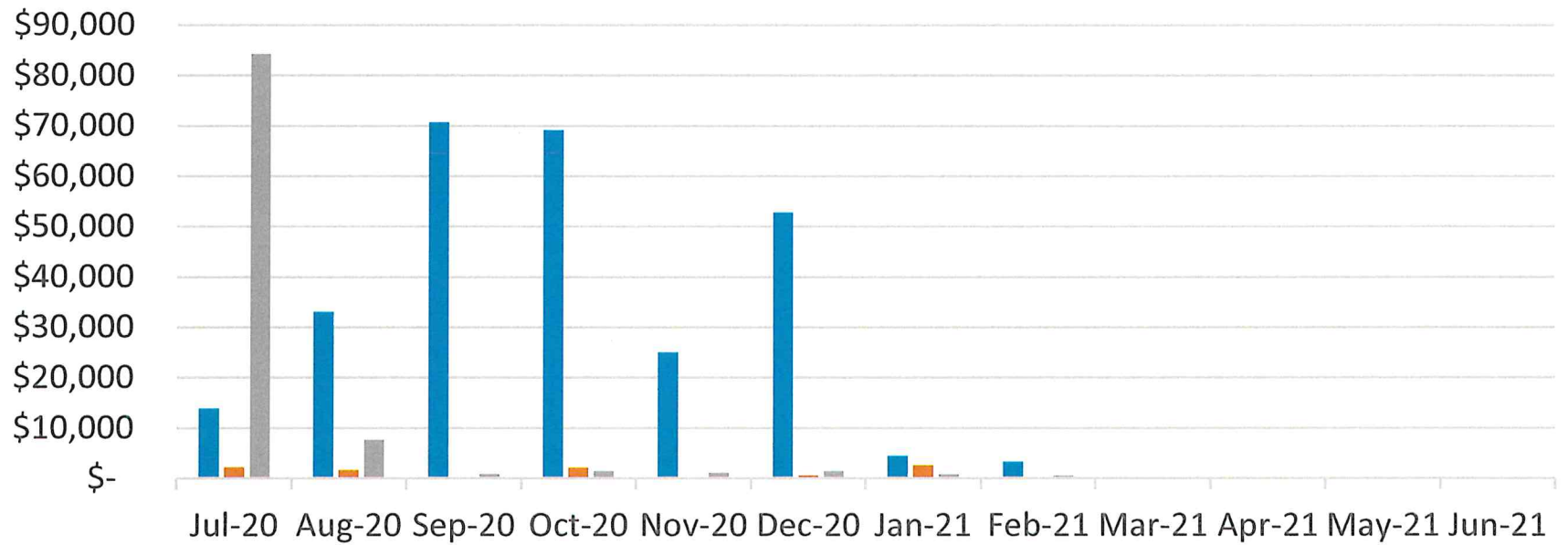


Transportation Fund (40) Expenditures



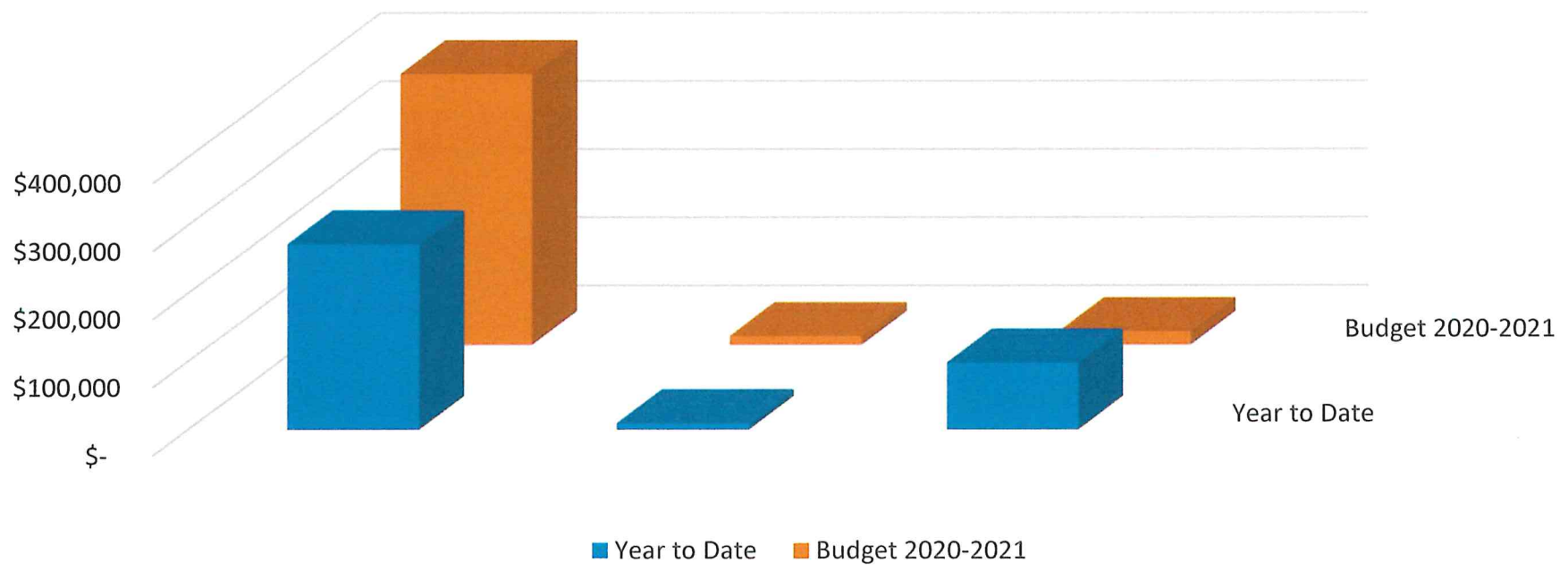
COLLINSVILLE CUSD #10										
WORKING CASH FUND	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Year to Date	Budget 2020-2021
BEGINNING FUND BALANCE	\$ 17,576,561	\$ 17,677,019	\$ 17,719,403	\$ 17,790,927	\$ 17,863,641	\$ 17,889,682	\$ 17,944,519	\$ 17,952,324	\$ 17,576,561	\$ 17,576,561
Audit Adj.		\$ -			\$ -			\$ -	\$ -	\$ -
Audit Adjusted Fund Balance	\$ 17,576,561	\$ 17,677,019	\$ 17,719,403	\$ 17,790,927	\$ 17,863,641	\$ 17,889,682	\$ 17,944,519	\$ 17,952,324	\$ 17,576,561	\$ 17,576,561
REVENUE: LOCAL	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Year to Date	Budget 2020-2021
Property Taxes	\$ 13,882	\$ 33,021	\$ 70,651	\$ 69,131	\$ 24,964	\$ 52,780	\$ 4,351	\$ 3,190	\$ 271,970	\$ 397,576
Corporate Replacement Taxes	\$ 2,286	\$ 1,689	\$ -	\$ 2,141	\$ -	\$ 554	\$ 2,636	\$ -	\$ 9,307	\$ 13,000
Earnings on Investment	\$ 84,290	\$ 7,673	\$ 873	\$ 1,443	\$ 1,077	\$ 1,503	\$ 818	\$ 533	\$ 98,209	\$ 20,000
Sale of Bonds		\$ -							\$ -	
TOTAL REVENUE	\$ 100,459	\$ 42,383	\$ 71,524	\$ 72,715	\$ 26,040	\$ 54,837	\$ 7,805	\$ 3,723	\$ 379,486	\$ 430,576
EXPENDITURES:										
Transfers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000,000	\$ 3,000,000	\$ 3,000,000
								\$ -	\$ -	
TOTAL EXPENDITURES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000,000	\$ 3,000,000	\$ 3,000,000
ENDING FUND BALANCE	\$ 17,677,019	\$ 17,719,403	\$ 17,790,927	\$ 17,863,641	\$ 17,889,682	\$ 17,944,519	\$ 17,952,324	\$ 14,956,047	\$ 14,956,047	\$ 15,007,137

Working Cash Fund (70) Revenue



■ Property Taxes ■ Corporate Replacement Taxes ■ Earnings on Investment

Working Cash Fund (70) Revenue



5.4. Building & Grounds Report - Mr. Josh DeWitte



Josh DeWitte
Director of Buildings & Grounds
Collinsville Community School District #10

Building & Grounds Update Board Meeting 3/15/21

I. Facilities Power Point Presentation

II. Summer Training

- Kick Off Summer Clean Up with a Training on 5/21
- Standard August Training for BTS

III. LED Upgrades DIS, Renfro, CHS, CMS

IV. Wheel Chair Lifts Installed at Renfro & DIS

V. In House Summer Projects

- Install rubber mulch at the school playgrounds in addition to playground repairs.
- Concrete replacement/additions at Maryville, CMS, and CHS
- HVAC unit replacements at Annex building
- CMS batting cage repair/replacement
- Finish Landscaping beds at CHS, CMS, and Webster



Facilities Improvement 2020

Webster Playground

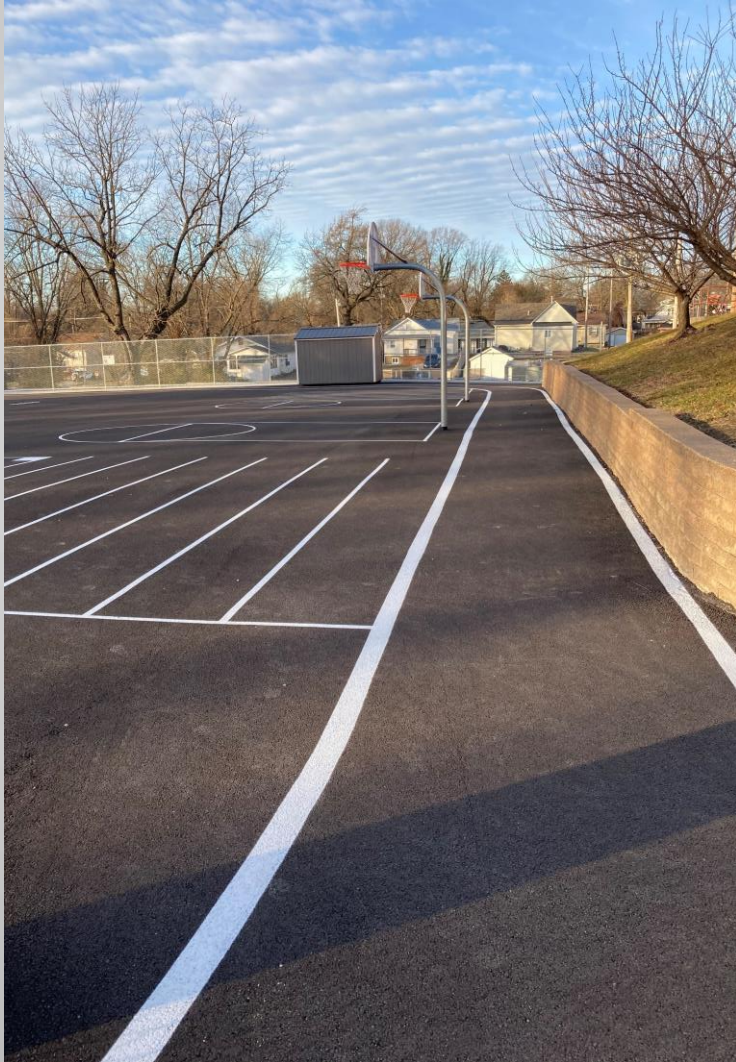


{Before}



{After}

Webster Playground



Webster Cafeteria Fountain



{Before}



{After}

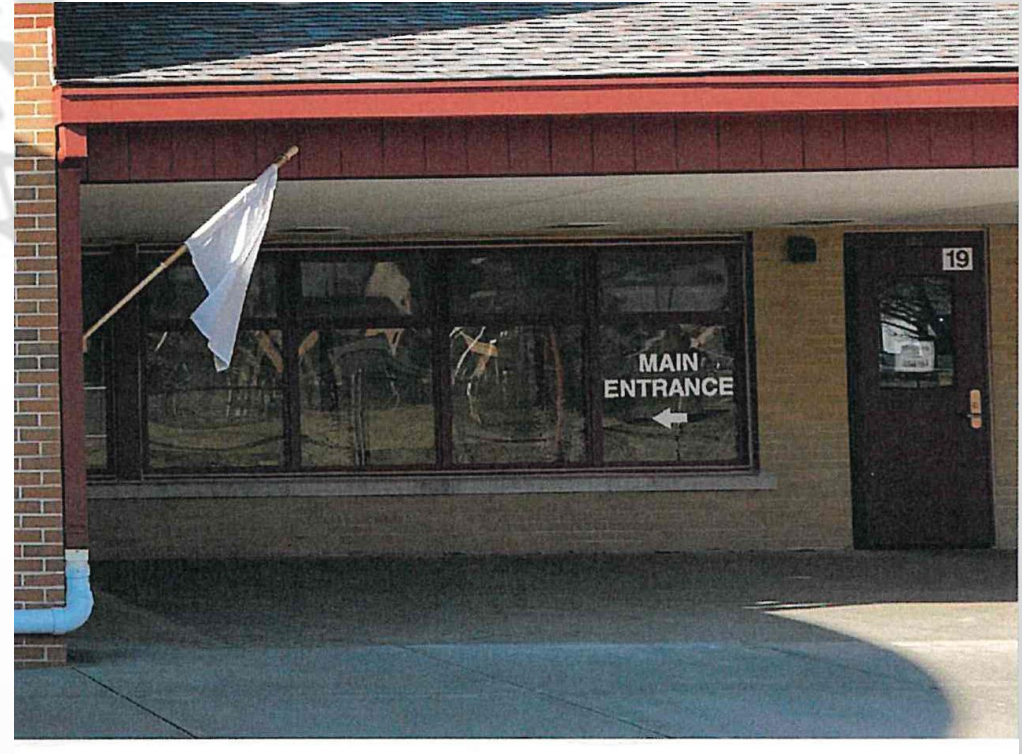
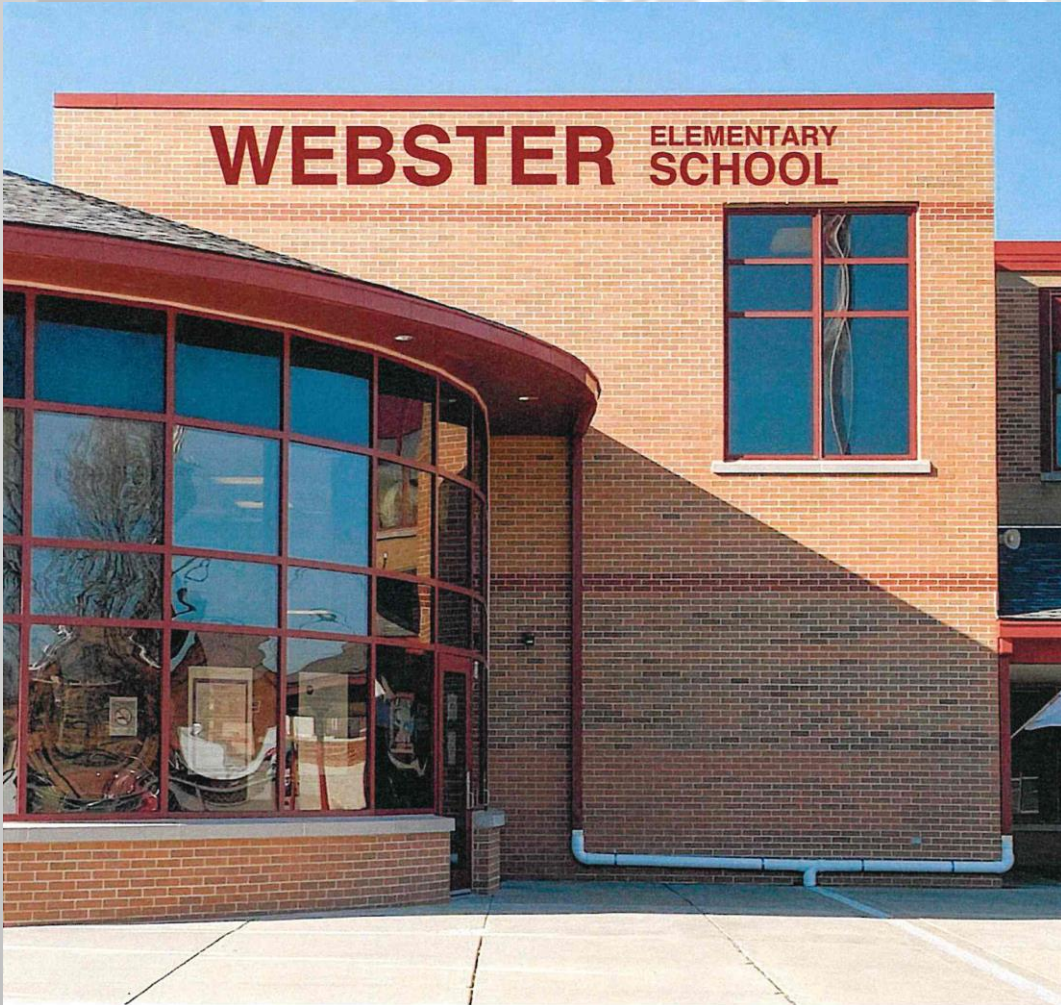
Webster LED Lighting Upgrade



{NEW Lights}



Webster Exterior Signage



To Be Installed Mid to Late February –
In Fabrication currently.

Twin Echo Exterior Painting

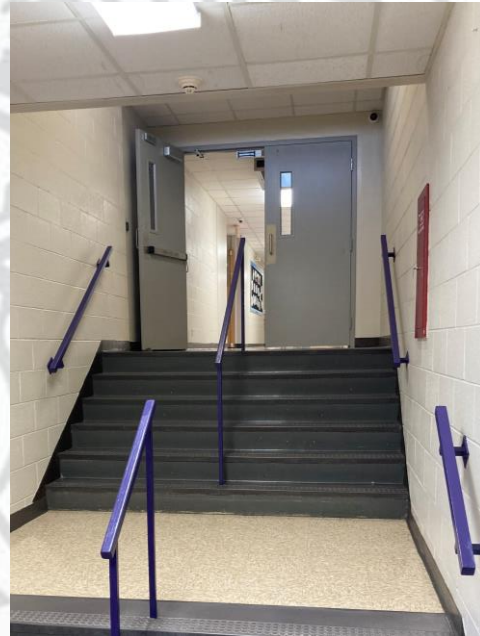


{Before}



{After}

Twin Echo Interior Painting



{Before}

{After}

Maryville Signage & Painting



Kreitner Entrance Coverings



Kreitner Entrance & Exit Gates



{Entrance}



{Exit}

Kreitner Blacktop Resurface



{Before}



{After}

Hollywood Heights Exterior Signage



District New Water Treatment



DIS New Exterior Signage



CMS Condensing Boiler



CMS Interior Painting



{Before}



{After}

CHS Boy's Locker Room



{Before}



{After}

CHS Wheelchair Lift



{Before}



{After}

CHS Classroom Flooring



{Before}

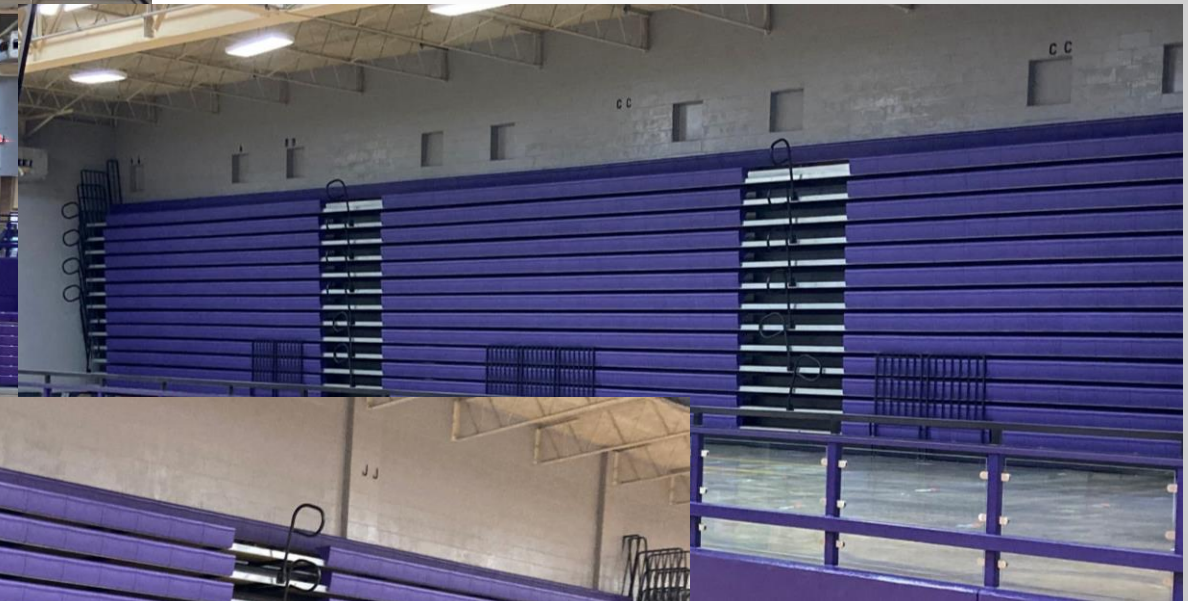


{After}

CHS Lift Station



CHS Upper Level Bleachers



CHS Landscaping



Annex Exterior Paint



Exterior Signage for the Annex and Admin building will be next up. This will help visitors tremendously, especially in finding Student Services.

Preview of NEW CHS Girls Locker Room



Preview of NEW DIS Restrooms





5.5. Budget Committee Update - Dr. Dennis Craft

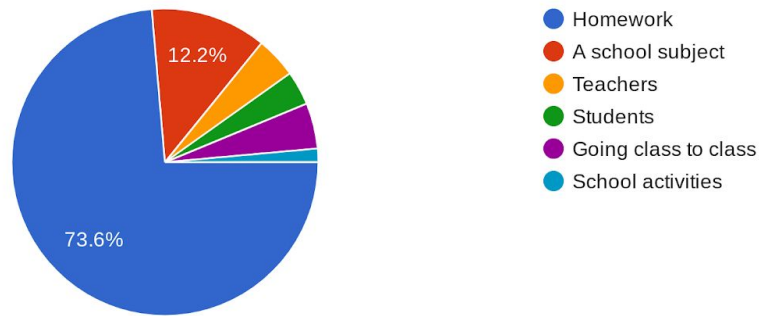
5.6. Curriculum Committee Update - Mrs. Vicki
Reulecke

5.7. Student School Board Member Report - Ms.
America Gutierrez-Trejo

- 29 students asked for someone to reach out to them and those names were forwarded to the social workers and counselors at their schools.
- On a scale of 1 to 10, how much do you like your teachers **9**
- On a scale of 1 to 10, I have a good relationship with my teachers **8:9**
- On a scale of 1 to 10, ranking the difficulty of their classes **7**
- If I had to rank how much homework I have I would mark this on a 1 to 10 scale **7**
- Is our climate warm and welcoming? **8**
- If you need a check-in, could you type your name, grade, school name, and your school email address. **30/417**
- How are you and your family dealing with COVID? **142 said they are great**

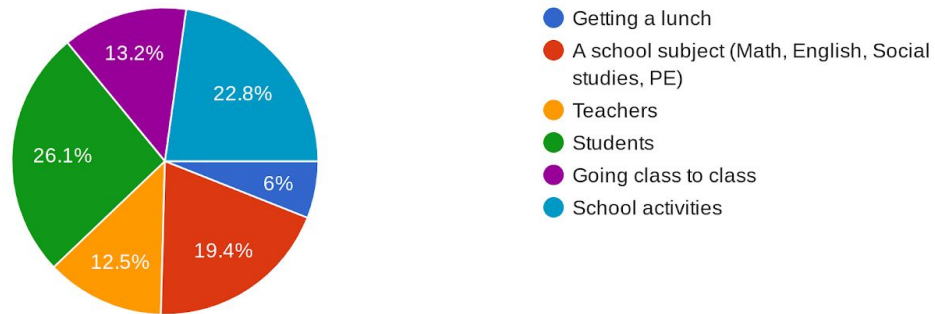
What do you dislike most about school?

417 responses



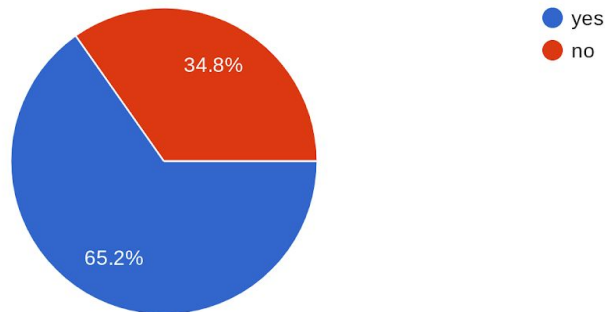
What do you like most about school?

417 responses



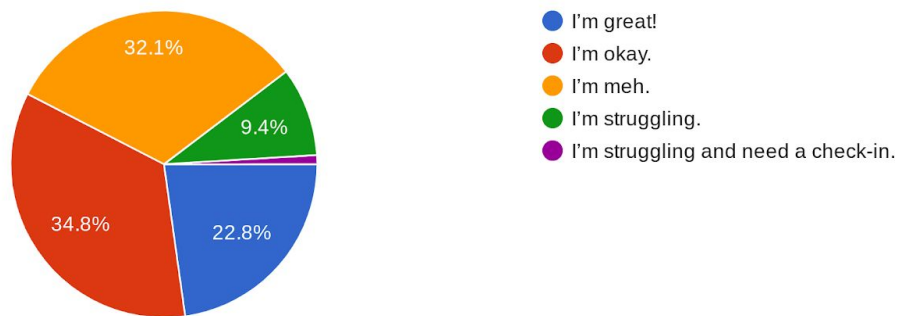
Do you feel overwhelmed with school work?

417 responses



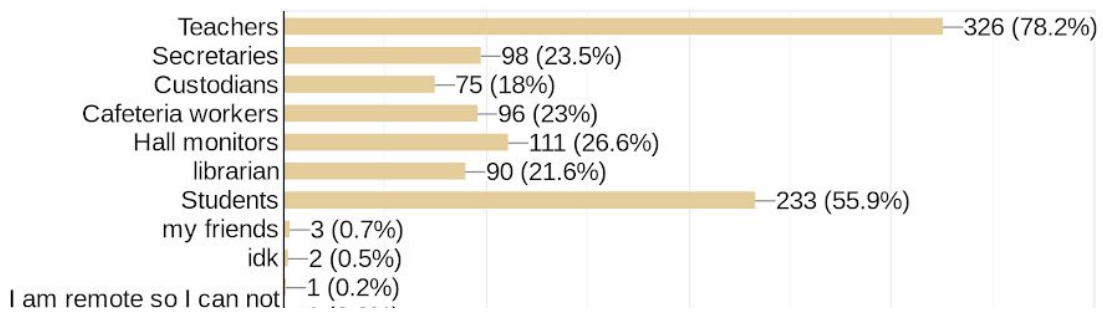
How are you doing today?

417 responses



Who makes you feel welcomed at school? Please mark all that apply.

417 responses



Student feedback:

1. School is great but I just wish the homework wasn't as hard because I fear I may get held back...
But overall it's okay!
2. During the days of Covid, the teacher gave us an abundance of homework.
3. It's hard to be yourself cause if you are different you are more likely to be bullied. And as a member of the LGBTQ+ community, I get bullied often for it.
4. Teachers should communicate more with each other about assignments, and google meets with fully remote kids.
5. All of my teachers are absolutely amazing! They all are so thoughtful and I love all the teachers and staff at CMS, everyone is so wonderful.
6. I feel we should learn more about diversity, including gender, race, the lgbtq+ community
7. School board should look into the psychological aspects of how some students work better with homework, and others with testing. Administrators should be informed of this and should look into providing options to students who struggle with testing (such as giving them a few extra days to get prepared or having a different assignment that may suit the student better).
8. It's not that the homework is hard, it's there's so much to be done in little time.
9. There are some teachers that are ignoring my requests to change the pronouns that I use and I have one teacher who won't use the correct name, pronouns and won't put in any grades into skyward even though I am doing the assignments. It would be really great if someone could check in with a few teachers and see how they are running their classes.
10. No, but as a freshman attending CHS I feel welcomed!
11. I have no concerns and I really like this google forms it makes me realize the small things that I would like and wouldn't like. My classes are as tough I just need to put more effort into doing my work.

Future Considerations

1. Seniors sign up to get paired with incoming freshmen.
 - a. They can help mentor them or help with school work.
 - b. Freshmen's can sign up during orientation
2. Family groups
 - a. Includes teachers, students from each grade level, and possibly a school administrator.
 - b. Meet up when necessary and catch up on personal business or school work
3. Teachers can send a positive message about students and send it to their designated home.
 - a. This can be about something they liked that they did and would like to see more in the future.
4. Welcome students back with a celebration at each school
 - a. Making a welcome sign and have helium balloons
 - b. Being of 2021-2022 school year

5.8. Freedom of Information Requests

5.8.a. 2/25/21 Request from Jennifer Smith Richards (Chicago Tribune) and Jodi Cohen (ProPublica) for data on student disciplinary and arrest records. Denied 2/26/21.

5.8.b. 3/2/21 Request from Dana Claxton for minutes and closed session minutes. Complied in part on 3/4/21.

5.8.c. 3/5/21 Request from Ryan Evans for student data. Denied 3/8/21.

6. **Approval of Minutes**

6.1. Approval of February 22, 2021 Board Minutes

COLLINSVILLE COMMUNITY UNIT SCHOOL DISTRICT NO. 10
COLLINSVILLE, ILLINOIS
Regular Meeting, Monday, February 22, 2021

SUMMARY

1. Call to Order
2. Roll Call
3. Pledge of Allegiance
4. Correspondence
5. Audience Input
6. Comments by Mr. Peccola
7. Superintendent's Report
8. Financial Report
9. Student Services Report
10. Budget Committee Update
11. Facilities Committee Update
12. Kahok Academy Report
13. Freedom of Information Requests
14. Approval of Minutes of Regular Meeting of 01/25/21
15. Approval of Board Bills
16. Approval of Monthly Financial Statements
17. Approval of Resolution to Approve the Updated Remote and Blended Remote Learning Day Plan (a/k/a the District's Re-Opening Plan) for the 2020-2021 School Year
18. Conduct Hearing and Approval to Ban an Individual from School Property and Activities
19. Approval of First Student Bus Company Contract Amendment
20. Approval of Drivers Education Car Purchase
21. Approval to Accept Asphalt Bid
22. Approval to Accept Bid for Webster HVAC, Flooring and Ceiling Renovations
23. Approval to Accept Bid for Webster School HVAC Renovation – Abatement Project
24. Approval to Accept Bid for CHS Locker Room Abatement
25. Approval to Accept Bid for CHS Locker Room & Restroom Renovation
26. Approval to Accept Bid for Tennis Court Resurfacing
27. Approval to Accept Bid for Renovation of Restrooms at DIS
28. Approval of Resolution to Purchase Lots for CAVC Homes
29. Approval of 2021 Jump Start Programs
30. Approval of 2021 Special Education Extended School Year Program
31. Approval of CMS 2021 Summer School Program
32. Approval of Elementary 2021 Summer School Program
33. Approval of 2021 CHS Summer School Program
34. Approval of CHS Course Catalog Changes for the 2021-2022 School Year
35. Approval of Activity Account for Diversity & Equity Committee
36. Approval of Activity Account for Kahok Campaign
37. Approval of Student Instructional Fees for 2021-2022 School Year
38. Approval of Student Technology Fees for 2021-2022 School Year

39. Approval of Drivers Education Fee for 2021-2022 School Year
40. Approval of CHS Parking Fee for 2021-2022 School Year
41. Approval of Athletic Fee for 2021-2022 School Year
42. Approval of CHS Additional Fees for the 2021-2022 School Year
43. Approval of Graduate Transcript Request Fee
44. Approval of 2021 EPIC Camp Summer Program
45. Closed Session
46. Return to Open Session
47. Report on Closed Session Discussion
48. Approval of Employment of Non-Certified Employees
49. Acceptance of Resignations of Non-Certified Employees
50. Acceptance of Resignations of Certified Employees
51. Approval of Volunteer Coaches and Sponsors
52. Adjournment

COLLINSVILLE COMMUNITY UNIT SCHOOL DISTRICT NO. 10
COLLINSVILLE, ILLINOIS
Regular Meeting, Monday, February 22, 2021
6:30 p.m.

- Call to Order** 1. The Regular Meeting of the Board of Education of Collinsville Community Unit School District No. 10 was held on the evening of Monday, February 22, 2021, at 6:30 p.m., at the Unit #10 Administrative Annex, 123 West Clay Street, Collinsville, Illinois.
- Roll Call** 2. Those members present were: Gary Kusmierczak, Vice President; Dennis Craft, Treasurer; Tim Hasamear; Vicki Reulecke; Michele Stutts; Jane Soehlke, Secretary; and Gary Peccola, President.
- Pledge of Allegiance** 3. Mr. Peccola led those in attendance in reciting the Pledge of Allegiance.
- Correspondence** 4. Mrs. Soehlke said no written correspondence had been received by the Board since the last regular meeting.
- Audience Input** 5. Mr. Peccola said due to COVID-19 restrictions, the public was provided an opportunity to give input to the Board via email and also by telephone. No emails were received, and no one in person at the meeting addressed the board. The following person addressed the board by telephone:
- (a) Ms. Jeanne Lomax expressed concerns with the Culturally Responsive Teaching Standards adopted by the Illinois State Board of Education last week. She said the board should focus on getting kids back in school, addressing learning loss and focusing on the education basics of reading, writing and arithmetic. She believes helping form children's world views should not be addressed by teachers, but should be left to parents. She has spoken to other members of the public who have also voiced concerns with the standards. She urged the board to consider these concerns as any steps are taken to follow the standards.
- Comments by Mr. Peccola** 6. Mr. Peccola noted the recent passing of Mr. Bogie Redmon and Mr. Mike Foley, both of whom were strong supporters of the school district and community. Dr. Craft noted that Mr. John Ostanik, a former teacher and coach for Unit 10, also recently passed away. Mr. Peccola said all three of these men were good

people who will be greatly missed.

Reports

Superintendent's Report

7. Dr. Skertich said the anticipated schedule for expanding to four days a week of in-person student attendance has K-4 students returning March 2, DIS students returning March 9, and CMS and CHS students returning March 16. 697 staff members have received at least one dose of the COVID vaccine, which is one of the safety protocols in place to permit the expansion of in-person attendance. The district is awaiting receipt of CARES II monies totaling approximately \$6.5 million that will be used to fund additional resources such as summer school, Jump Start programs, curriculum, EL supports, tutoring, professional development and social emotional supports. The district will continue to balance fiscal responsibility with student learning needs. Dr. Skertich said a slide show highlighting completed facility improvement projects from the first phase of the five-year renovation plan are being shared with the community. A ribbon cutting ceremony will be held on March 5 for the LTE tower constructed at Kreitner School. Dr. Skertich commended the custodial and maintenance staff for how well they managed the conditions stemming from the recent snow and sub-zero temperatures.

Financial Report

8. Mrs. Robison reported on the four operating funds and said as of January 31, the district is 58% into the budget year and operates on the case basis. The Education Fund received 73% of budgeted revenue and 57% of the budgeted expenditures have been made. In the O&M Fund, 89% of budgeted revenue has been received and 67% of expenditures have been made. Transfers were made from O&M to the Bond & Interest Fund and the Site & Construction Fund. The Transportation Fund received 72% of budgeted revenue and 25% of budgeted expenditures have been made. The district has received three payments from the state for transportation, one of which is for last fiscal year. The Working Cash Fund received 87% of the budgeted revenue, no expenditures were made, and bond funds have not yet been transferred into the O&M Fund. Mrs. Robison also reported on the ending fund balances for the four operating funds and gave an update on receipts for categoricals.

Student Services Report

9. Mr. Brad Hyre reviewed the highlights of his written report to the board including a nine-year comparison of Unit 10 enrollment

numbers. Since the start of school in August, his office has enrolled 319 new or returning students. The online enrollment platform and the online enrollment process have been a couple of positive things during the pandemic, not only as far as cost effectiveness but also ease of use for district families. Kindergarten enrollment for the Class of 2034 will begin on March 29 and may be completed entirely online. Online registration for the 2021-22 school year will begin on July 12 and families needing assistance may attend Centralized Registration on July 27. As families have moved towards using the online enrollment and registration, the in-person registration has been reduced to a one-day event. The CLEAR Batch system will be used again this year for residency verification services. An amendment to the transportation contract with First Student for the current year as well as a one-year contract extension for next year are on the agenda later in the meeting. Mr. Hyre also updated the board on revisions to the parent and student handbooks, the Kahok Academy, new décor for the registration office, community service partnerships and training to assist homeless families. Mr. Peccola thanked Mr. Hyre for his detailed and informative report, and commended Mr. Hyre for the great job he does in his work for the district students and staff.

**Budget
Committee
Update**

10. Dr. Craft reported that the budget committee met February 8, 2021 and discussed the following:
 - (a) Mr. Bobby Wright, CHS band director, presented a request to increase the band equipment budget by \$10,000. The request was discussed and unanimously recommended for approval for inclusion in the 2022 budget.
 - (b) Mrs. Uta Robison provided information on a proposal to replace a drivers education vehicle that was priced through the state bidding program. The committee recommends approval of the purchase through Jack Schmitt Ford in Collinsville.
 - (c) Mr. Brad Hyre presented an annual review of school fees that was discussed and will be voted on later in the meeting.
 - (d) Mr. Josh DeWitte reviewed bid results for work projects for the upcoming summer. The total cost of the projects came in approximately \$950,000 less than what was projected.
 - (e) Mr. Kevin Robinson said there is a Family and Consumer Science teaching position at the high school that will need to

be filled. Personnel needs for the upcoming school year are continuing to be evaluated.

(f) Mrs. Robison gave a thorough report on the year to date budget figures.

(g) The next budget committee meeting is scheduled for Monday, March 8, 2021 at 5:00 p.m.

**Facilities
Committee
Update**

11. Mr. Peccola reported that the facilities committee also met February 8, 2021 and discussed the following:

(a) Dr. Skertich shared a slide show of pictures of facility improvement projects that were completed during the past year.

(b) The committee reviewed the recommendations for Summer 2021 work projects including asphalt sealing; Webster projects including abatement, flooring replacement, new HVAC, new ceilings and other miscellaneous work; CHS projects including renovations to the girls locker room, abatement projects, repair and resurfacing of the tennis courts, and repair, respray and restriping of the track; and DIS restroom renovations. The total cost for projects came in approximately \$950,000 less than what was budgeted, which leaves more money to do additional facility improvements. The architect was on hand to answer questions regarding the scheduled projects. A great deal of discussion was held with respect to options for epoxy or VCT flooring at Webster. The bids are on the agenda later in this meeting for consideration.

**Kahok Academy
Report**

12. Mrs. Carla Eliff gave her annual report on the Kahok Academy, which is a Truants Alternative Optional Education Program (TAOEP) that has been operating for the past three years at CHS. She explained how the program was developed to help students who had dropped out, who have attendance issues, and/or are likely to drop out due to credit deficiencies, and how it has been affected by the pandemic. Their goal is to offer more support to these students in a small, non-traditional setting and enable them to earn their high school diplomas. The program provides students with instructional services, counseling, tutoring, support services and career exploration. This year the program has had 61 students enrolled with 98% of those attending in 11th or 12th grade. Students from the program are working with the Kahok Closet and the additional staffing for the program has been very helpful. Mrs. Eliff said student and family needs are changing,

and she and the staff have been continuously working towards more effective communication with parents and families. 104 students in the program have successfully graduated since 2018. Mr. Peccola thanked Mrs. Elliff for her report and for being so instrumental in making the program a success.

Freedom of Information Requests

13. Mr. Peccola reported that the following Freedom of Information requests had been received:

- (a) 2/2/21 Request from IRTA for information on retiring certified staff members. Complied 2/2/21.
- (b) 2/10/21 Request from Ron Jedda for legal bills/invoices for candidate objections. Responded 2/10/21.
- (c) 2/7/21 Request from Don Richardson for enrollment data. Complied 2/10/21.

Approval of Minutes of Regular Meeting of 01/25/21 (Motion Passed)

14. A motion was made by Soehlke and seconded by Reulecke that the minutes listed below be approved. Motion passed unanimously on voice vote.

- Regular Meeting – January 25, 2021
- Closed Session – Regular Meeting – January 25, 2021

Approval of Board Bills (Motion Passed)

15. A motion was made by Soehlke and seconded by Craft that the Board bills for the Area Vocational Center Budget and the Unit 10 General Budget presented for payment on February 22, 2021, and attached to these minutes as Exhibit E-7 be approved and that the Treasurer be authorized to sign checks for same. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

Approval of Monthly Financial Statements (Motion Passed)

16. A motion was made by Soehlke and seconded by Hasamear that the monthly financial statements for Collinsville Community Unit School District No. 10 and the Collinsville Area Vocational Center for January 2021, be approved and attached to these minutes as Exhibit E-8. Motion passed unanimously on voice vote.

Approval of Resolution to Approve the Updated Remote and Blended Remote Learning Day Plan (a/k/a the District's Re-Opening Plan) for the 2020-2021 School Year (Motion Passed)

17. A motion was made by Soehlke and seconded by Reulecke to approve a resolution to approve the Updated Remote and Blended Remote Learning Day Plan (a/k/a the District's re-opening plan) for the 2020-2021 school year, and the Superintendent shall have the authority to amend the plan in his discretion, effective immediately. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

Conduct Hearing and Approval to Ban an Individual from School Property and Activities (Motion Passed)

18. Mr. Gene Hanses, board legal counsel, conducted a hearing to ban Kachina Brown from school property and activities for one year. Mr. Peccola asked if Ms. Brown was present in person or remotely by telephone, and she was not in attendance. Mr. Hanses explained board policy and the hearing procedure for due process. Mr. Hyre stated that notice of the charges and hearing were served on Ms. Brown by certified mail, and he reviewed the contacts made with Ms. Brown to advise her of her rights and opportunity to appear at the hearing. Mrs. Ali Schumacher read a statement outlining the incidents resulting in charges against Ms. Brown, and said information regarding the incidents was shared with the Collinsville Police Department. The investigation showed that Ms Brown's conduct and behavior violates Board Policy 8:30 and was substantially disruptive to the school environment and jeopardized the safety and welfare of students and staff. Mr. Peccola again asked if Ms. Brown was present in person or remotely, and she was not.

A motion was made by Soehlke and seconded by Hasamear that the Board of Education approve a resolution to bar Kachina Brown from entering onto the Collinsville Community Unit School District No. 10 property, from verbally participating in virtual (i.e. Google) Classrooms, and from attending all school related activities and events, whether home or away, for a period of one year from January 22, 2021 through and including January 21, 2022, unless she receives prior written permission from the Superintendent of Schools or his designee. Motion passed on roll

call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

**Approval of
First Student
Bus Company
Contract
Amendment
(Motion Passed)**

19. A motion was made by Soehlke and seconded by Reulecke to approve the proposed 2020-2021 contract amendment and the proposed 2021-2022 contract extension between Collinsville Community Unit School District No. 10 and First Student Incorporated, as presented in Exhibit E-10.2. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

**Approval of
Drivers
Education Car
Purchase
(Motion Passed)**

20. A motion was made by Soehlke and seconded by Craft that the school district purchase one (1) 2020 Ford Fusion Hybrid for a total cost of \$25,392.60 in accordance with the Illinois State bid pricing as submitted by Jack Schmitt Ford to include the 2008 Ford Fusion with 167,230 miles as trade in with an expected value of not more than \$300.00. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

**Approval to
Accept
Asphalt Bid
(Motion Passed)**

21. A motion was made by Soehlke and seconded by Hasamear to approve the asphalt bid from L. Keeley Construction for \$168,161 for parking lot improvements. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

**Approval to
Accept Bid for
Webster HVAC,
Flooring and
Ceiling
Renovations
(Motion Passed)**

22. A motion was made by Soehlke and seconded by Reulecke to approve the bid from Millennium Construction for \$1,380,000 for HVAC, flooring and ceiling renovations at Webster School. Mr. Hasamear voiced concerns with the timeline and expressed the need to keep an eye on the contractor to insure work is completed prior to the start of the school year. He feels the epoxy flooring cost is too much and would prefer the VCT option. Dr. Skertich provided additional input with respect to the timeline and scheduling. After general discussion, the motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, no; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

**Approval to
Accept Bid for
Webster School
HVAC
Renovation-**

23. A motion was made by Soehlke and seconded by Kusmierczak to approve the bid from Cenpro Services for \$474,000 for the abatement of Webster School HVAC Renovation and Asbestos Abatement. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes;

- Abatement Project**
(Motion Passed)
- Stutts, yes; Soehlke, yes; Peccola, yes.
- Approval to Accept Bid for CHS Locker Room Abatement**
(Motion Passed)
24. A motion was made by Soehlke and seconded by Hasamear to approve the bid from Midwest Services Group for a base bid of \$39,550 and an alternate at \$45/each for the CHS Girls' Locker Room Renovation – Asbestos Abatement. After a lengthy discussion regarding the provisions for the alternate, this motion and the second were withdrawn by Mrs. Soehlke and Mr. Hasamear, respectively.
- A motion was then made by Soehlke and seconded by Craft to approve the bid from Midwest Services Group for a base bid of \$39,550 and an alternate at \$45/each for the CHS Girls' Locker Room Renovation – Asbestos Abatement. Any additional cost over \$39,550 must be approved by the administration. Motion passed on roll call vote as follows: Kusmierczak, pass; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes; Kusmierczak, yes.
- Approval to Accept Bid for CHS Locker Room & Restroom Renovation**
(Motion Passed)
25. A motion was made by Soehlke and seconded by Stutts to approve the bid from Limbaugh Construction for \$294,349 for the Collinsville High School locker room and toilet renovations. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.
- Approval to Accept Bid for Tennis Court Resurfacing**
(Motion Passed)
26. A motion was made by Soehlke and seconded by Reulecke to approve the bid from McConnell & Associates for \$68,375 for tennis court resurfacing at Collinsville High School. Mr. Josh DeWitte provided additional information with respect to the number of coats recommended for the resurfacing as well as the projected life expectancy. For the future, Mr. DeWitte recommends budgeting for this maintenance item every five years. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.
- Approval to Accept Bid for Renovation of Restrooms at DIS**
(Motion Passed)
27. A motion was made by Soehlke and seconded by Kusmierczak to approve the bid from Millennium Construction for \$302,000 for the Dorris Intermediate School restroom renovations. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

- Approval of Resolution to Purchase Lots for CAVC Homes (Motion Passed)** 28. A motion was made by Soehlke and seconded by Craft to approve the Resolution Authorizing and Directing the Purchase of Certain Real Property and Its Use for Vocational Education, as presented in Exhibit E-10.11. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.
- Approval of 2021 Jump Start Programs (Motion Passed)** 29. A motion was made by Soehlke and seconded by Craft to approve the 2021 Jump Start Programs, as presented in Exhibit E-10.12. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.
- Approval of 2021 Special Education Extended School Year Program (Motion Passed)** 30. A motion was made by Soehlke and seconded by Reulecke to approve the 2021 Special Education Extended School Year program, as presented in Exhibit E-10.13. Motion passed unanimously on voice vote.
- Approval of CMS 2021 Summer School Program (Motion Passed)** 31. A motion was made by Soehlke and seconded by Stutts to approve the 2021 Collinsville Middle School Summer School program, as presented in Exhibit E-10.14. Motion passed unanimously on voice vote.
- Approval of Elementary 2021 Summer School Program (Motion Passed)** 32. A motion was made by Soehlke and seconded by Kusmierczak to approve the 2021 Elementary Summer School Program, as presented in Exhibit E-10.15. Motion passed unanimously on voice vote.
- Approval of 2021 CHS Summer School Program (Motion Passed)** 33. A motion was made by Soehlke and seconded by Reulecke to approve the 2021 Collinsville High School Summer School program, as presented in Exhibit E-10.16. Motion passed unanimously on voice vote.
- Approval of CHS Course Catalog Changes for the 2021-** 34. A motion was made by Soehlke and seconded by Hasamear to approve the Collinsville High School Course Catalog change recommendations, as presented in Exhibit E-10.17. There was a general discussion regarding the recommended changes. Mr.

- 2022 School Year
(Motion Passed)** Dan Toberman and Dr. Skertich provided additional input with respect to the proposed changes. Mr. Kusmierczak said industrial arts and home economics were very beneficial classes, and he would like to seem them brought back to either the middle or high school. Motion passed unanimously on voice vote.
- Approval of Activity Account for Diversity & Equity Committee
(Motion Passed)** 35. A motion was made by Soehlke and seconded by Kusmierczak that one activity account for Collinsville Community Unit School District No. 10 Diversity & Equity Committee be established within the Trust & Agency fund, effective February 22, 2021. Motion passed unanimously on voice vote.
- Approval of Activity Account for Kahok Kampaign
(Motion Passed)** 36. A motion was made by Soehlke and seconded by Reulecke that one activity account for CHS Kahok Kampaign be established within the Trust & Agency fund, effective February 22, 2021. Motion passed unanimously on voice vote.
- Approval of Student Instructional Fees for 2021-2022 School Year
(Motion Passed)** 37. A motion was made by Soehlke and seconded by Stutts to approve the Instructional Fees for the 2021-2022 school year be set at \$120 per student at all grade levels with a family maximum of \$360. Mr. Kusmierczak said he is not opposed to a waiver for students on the free and reduced program. He does feel that families who have children have a responsibility to pay for them, and he is not in favor of the family cap for families who have the ability to pay. Mr. Peccola said this item was discussed at length at the most recent Budget Committee meeting. Motion passed on roll call vote as follows: Kusmierczak, no; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.
- Approval of Student Technology Fees for 2021-2022 School Year
(Motion Passed)** 38. A motion was made by Soehlke and seconded by Kusmierczak to approve the Technology Fees for the 2021-2022 school year be set at \$30 per student at all grade levels. Motion passed on roll call vote as follows: Kusmierczak, yes; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.
- Approval of Drivers Education Fee for 2021-2022 School Year
(Motion Passed)** 39. A motion was made by Soehlke and seconded by Craft to approve the Drivers Education Fee for the 2021-2022 school year be set at \$250 per student. Mr. Kusmierczak feels this fee should be increased as the cost of private driving instruction can be as high as \$5,000. He also believes that families who are actually paying the fee should get priority scheduling of behind the wheel instruction. Motion passed on roll call vote as follows:

Kusmierczak, no; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

**Approval of
CHS Parking
Fee for
2021-2022
School Year
(Motion Passed)**

40. A motion was made by Soehlke and seconded by Hasamear to approve the Collinsville High School Parking fee for the 2021-2022 school year be set at \$100 per student. Motion passed on roll call vote as follows: Kusmierczak, no; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

**Approval of
Athletic Fee for
2021-2022
School Year
(Motion Passed)**

41. A motion was made by Soehlke and seconded by Stutts to approve the Athletic Fee for Collinsville High School and Collinsville Middle School sports be set at \$100 per student per sport for the 2021-2022 school year. Motion passed on roll call vote as follows: Kusmierczak, no; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

**Approval of
CHS Additional
Fees for the
2021-2022
School Year
(Motion Passed)**

42. A motion was made by Soehlke and seconded by Reulecke to approve the following fees for Collinsville High School for the 2021-2022 school year: Foods 1 - \$50.00; Foods 2 - \$50.00; and Photography - \$45.00. Motion passed unanimously on voice vote.

**Approval of
Graduate
Transcript
Request Fee
(Motion Passed)**

43. A motion was made by Soehlke and seconded by Reulecke to approve the Graduate Transcript Request fee through the CUSD #10 Student Services Office be set at \$5.00 for each transcript. Mr. Kusmierczak feels that a fee of \$10 or \$15 would be more appropriate. Motion passed on roll call vote as follows: Kusmierczak, no; Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes.

**Approval of
2021 EPIC
Camp Summer
Program
(Motion Passed)**

44. A motion was made by Soehlke and seconded by Reulecke to approve the 2021 EPIC Camp Summer Program, as presented in Exhibit E-10.27. Motion passed unanimously on voice vote.

**Closed Session
(Motion Passed)**

45. A motion was made by Soehlke and seconded by Stutts that the Board adjourn to Closed Session to discuss appointment, employment, compensation, discipline, performance or dismissal of a specific employee or legal counsel for the public body, pursuant to 5 ILCS 120/2(c)(1); and collective negotiating matters or deliberations concerning salary schedules for one or more classes of employees, pursuant to 5 ILCS 120/2(c)(2). Motion passed on roll call vote as follows: Kusmierczak, yes;

Craft, yes; Hasamear, yes; Reulecke, yes; Stutts, yes; Soehlke, yes; Peccola, yes. (8:34 p.m.)

**Return to
Open Session**

46. The Regular Meeting returned to Open Session at 8:55 p.m. Those members present on roll call were: Kusmierczak, Craft, Hasamear, Reulecke, Stutts, Soehlke and Peccola.

**Report on
Closed Session
Discussion**

47. Mrs. Soehlke reported that during Closed Session the Board discussed the following:

1. Appointment, employment, compensation, discipline, performance or dismissal of a specific employee or legal counsel for the public body, pursuant to 5 ILCS 120/2(c)(1); and
2. Collective negotiating matters or deliberations concerning salary schedules for one or more classes of employees, pursuant to 5 ILCS 120/2(c)(2).

**Approval of
Employment of
Non-Certified
Employees
(Motion Passed)**

48. A motion was made by Soehlke and seconded by Kusmierczak to approve the employment of the following non-certified employees pending employment requirements. Motion passed unanimously on voice vote.

Jamie Leah Liszewski, DIS Health Clerk effective February 8, 2021;

Lucas King, DIS Educational Assistant, effective February 8, 2021;

Claudia Pulido-Ruiz, CHS Bilingual Educational Assistant, effective February 8, 2021;

Jennifer Melton, DIS Relief Aide, effective February 9, 2021;

Thea Meyer, DIS Relief Aide, effective February 9, 2021;

Alicia Vega, CMS Bilingual Educational Assistant, effective February 11, 2021; and

Shannon Anderson, Renfro Educational Assistant, effective February 22, 2021.

**Acceptance of
Resignations of
Non-Certified
Employees
(Motion Passed)**

49. A motion was made by Soehlke and seconded by Hasamear to approve the resignations of the following non-certified employees. Motion passed unanimously on voice vote.

Sherry Rea, Certified Occupational Therapist Assistant, effective the end of the 2020-21 school year;

Ginger McHone, DIS Relief Aide, effective January 27, 2021;

(Continued)

Iris Silas, DIS Relief Aide, effective February 4, 2021;

Deanna Nettles, CHS Educational Assistant, effective February 15, 2021;

Amanda Dickie, Renfro Educational Assistant, effective February 5, 2021;

Maria Serrano, Kreitner Relief Aide, effective February 24, 2021;

Bridgette Ochoa, Webster Health Care Attendant, effective February 16, 2021; and

Donna Sanders, DIS Custodian, retirement effective February 15, 2021.

**Acceptance of Resignations of Certified Employees
(Motion Passed)**

50. A motion was made by Soehlke and seconded by Reulecke to approve the resignations of the following certified personnel. Motion passed unanimously on voice vote.

Rachel Towne, CHS Science Teacher, effective the end of the 2020-21 school year; and

Jeanie Thomas, CHS FACS Teacher, effective January 31, 2021.

**Approval of Volunteer Coaches and Sponsors
(Motion Passed)**

51. A motion was made by Soehlke and seconded by Reulecke to approve the following volunteer coaches and sponsors for Collinsville High School. Motion passed unanimously on voice vote.

Belle Marsalla, Volunteer Softball Coach;

Madison Recklein, Volunteer Softball Coach;

Will Price, Volunteer Football & Wrestling Coach; and

Matthew Horst, Volunteer Drama Club Sponsor.

Adjournment

52. There being no further business, Mr. Peccola declared the meeting adjourned at 9:01 p.m.

7. **Approval of Board Bills for March 2021**

8. **Monthly Financial Statements for February 2021**

9. **Unfinished Business**

10. **New Business**

10.1. Suspension of Handbook Provisions for
Exam Requirements



Collinsville Community Unit School District 10

201 West Clay Street • Collinsville, IL 62234 • 618-346-6350 • fax 618-343-3673

March 1, 2021

To: Dr. Mark B. Skertich, Superintendent-Collinsville CUSD10
Ms. Latoya Berry-Coleman, Director of Curriculum and Assessment

From: Mr. David Snider, Collinsville High School Principal

RE: Request for Suspension of Handbook Provision for Exam Requirement at CHS

Due to the current COVID-19 pandemic, we propose that the provision that requires students at Collinsville High School to take Semester Exams be suspended for the Spring Semester of the 2020-2021 school year.

Sincerely,

CHS Administrative Team
CHS Department Chairs
CHS Return to Learn Committee
CHS School Improvement Planning Team

Proposed Motion

Language to Suspend Handbook Provisions for Exam Requirements

Description: **Recommended Motion:** "I move to suspend the Collinsville High School Exam Policy (as outlined in the CHS Student and Parent Handbook) for the Spring Semester of the 2020-2021 school year as outlined in Exhibit _____"

EXAM POLICY (COLLINSVILLE HIGH SCHOOL)

EXAM EXEMPTION POLICY

~~SAT testing: Seniors who took the School Day SAT in April of the previous school year and who received a score of 1250 or higher AND have five or fewer absences during first semester AND have no unexcused absences AND no discipline resulting in in-school suspension, out-of-school suspension or assignment to the STOP program will be exempt from taking 1st semester final exams.~~

~~Seniors who took the School Day SAT test in April AND who received a score of 1000 or higher AND who have five or fewer absences during the entire school year AND have no unexcused absences AND no discipline resulting in in-school suspension, out-of-school suspension or assignment to the STOP program will be exempt from 2nd semester final exams. Students not enrolled in Collinsville High School during SAT School Day testing are required to take first semester examinations in all classes.~~

~~If any student has any unexcused absences, such student shall forfeit all SAT incentives.~~

Final Exam Exemption Policy (Second Semester Only)

~~In order to promote positive attendance, positive behavior and reward hard work, students may be exempt from taking second semester final examinations if the following criteria are met:~~

~~**Attendance/Discipline:** 1) The student must have no unexcused absences and no discipline resulting in in-school suspension, out-of-school suspension or assignment to the STOP program during the school year. If the student is absent the day before exams, he/she will be required to take the exams unless excused by an administrator before the absence; Students not enrolled in Collinsville High School for the full year are required to take second semester finals.~~

~~**Academics:** Students who earn a semester overall grade of 'A' or 'B' in a class and comply with all stipulations of the attendance/discipline requirements (as outlined above) will be exempt from the semester exam for that class.~~

~~Students who meet the criteria to be excused from final exams may opt to take any/all final exams to try to raise their grade at no risk of lowering their grade. Students not exempt from exams who skip their semester final will receive a zero on that exam which may result in a loss of credit for that class.~~

EXAM MAKE-UP POLICY

~~Students are required to take semester exams: 1) during the class period(s) and 2) on the day(s) assigned. Documentation from a medical physician and/or principal approval is required for students missing final exams. Parents should not schedule appointments or vacations for students during final exams. If a student misses the first semester final exam(s) with a documented absence, he/she will be expected to make up these exams no later than the first three days of the second semester. If a student misses the second semester final exams with a documented/approved absence, he/she will be expected to make up these exams no later than the first week of summer break. Students will not be permitted to complete semester final exams before the scheduled exam period. If snow days are used, the final date for second semester changes, thus moving the date of second semester final exams. Please take this into consideration as you are scheduling vacations. Students may not be permitted to make up final exams for unexcused absences that occur on a final exam day (i.e. vacation). Students enrolled in a dual credit course with Southwestern Illinois College are required to take that final exam.~~

Collinsville High School

Spring Semester Finals Proposal

Teacher's preferred option

- No Finals - choice favored in each department

Rationale

- Loss of instructional time
 - Up to 1 week of time lost to review and test prep
 - Of particular concern to Special Ed. Department
- Academic integrity
 - Impossible to monitor students who test remotely
 - Also causes a concern of equity between students testing in person vs. students who test at home (students at home have additional resources at their disposal while testing)
- Additional workload on teachers
 - Content coverage is much different from previous years, requiring all teachers either adapt or recreate a final exam or project
- Provides significant motivation for students to apply themselves in class
 - Gives them a concrete goal to work towards

Considerations

- Dual Credit courses can still test at the end of the semester for certifications
 - Grade will count as a test grade within the overall 2nd quarter grading period
- AP courses can still give cumulative test
 - Again, grade will count as a test grade within the 2nd quarter grading period

Timeline

- Teachers will teach content material through the last day of student attendance
- No days would be altered from the current school calendar

10.2. Approval of Agreement with Service
Employees International Union, Local 316 -
Custodial and Maintenance Employees

COLLINSVILLE COMMUNITY UNIT SCHOOL DISTRICT NO. 10
COLLINSVILLE, ILLINOIS

AGREEMENT BETWEEN THE BOARD OF EDUCATION AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 316
CUSTODIAL AND MAINTENANCE PERSONNEL

Fiscal Year

2020-21

2021-22

2022-23

December, 2013

Side Agreement

NEW MAINTENANCE POSITION AND GRASS MOWING

The new contract will be ratified by Custodian and Maintenance Personnel of Local 316 prior to the agreement being submitted to the Board of Education for approval. At the meeting of the Board of Education where the new contract is approved by the Board of Education, a position for an additional full-time maintenance person will be approved for posting.

With the approval of the new maintenance position, Local 316 agrees that maintenance personnel will no longer be used to mow grass. Unit 10 will create two seasonal custodial-level positions with employment extending from April through September. Anyone may bid into the seasonal mowing jobs with the highest wage rate being that of the regular custodian. This position will be paid at the light maintenance pay during the grass cutting season. This position will not be a step advancement. Those bidding into mowing positions shall have the right of first refusal for the mowing positions in subsequent years. Those bidding into the mowing jobs will return to their regularly assigned jobs when the mowing season is over. Unit 10 will employ substitute custodians, at substitute custodian pay plus 20%, to replace the regular custodians who take the mowing jobs. At times during the mowing season when the frequency of mowing is reduced due to slower growth of the grass, the regular custodian shall assist other custodians in the district as assigned by the Director of Building and Grounds. If no regularly employed custodian bids into the mowing job(s), then Unit 10 shall have the authority to employ a substitute custodian, at substitute custodian pay, to fill the mowing position(s).

.

COLLINSVILLE COMMUNITY UNIT SCHOOL DISTRICT NO. 10
AGREEMENT BETWEEN THE BOARD OF EDUCATION AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 316
CUSTODIAL AND MAINTENANCE PERSONNEL

July 1, 2018 through June 30, 2023

INDEX PAGE

RECOGNITION	1
ARTICLE I: SENIORITY	2
Section 1: Seniority date	2
Section 2: Layoff procedure	2
Section 3: Refusal to return to work	2
ARTICLE II: VACANCIES	3
Section 1: Vacancies	3
Section 2: Probationary Period	3
ARTICLE III: HOURS OF WORK	4
Section 1: Work shift	4
Section 2: Afternoon or evening shifts	4
Section 3: Work shifts - school not in session	4
Section 4: Paid lunch break re: overtime	4
Section 5: Time worked past 5 consecutive days	4
Section 4 6: Overtime re: paid absence	4
Section 5 7: Prior approval of Overtime pay	4
Section 6 8: Minimum hours when reporting for work	4
Section 7 9: Call back to work	4
Section 8 10: Changes affecting working conditions	4
Section 9: Recording work hours (New Language)	5
ARTICLE IV: GRIEVANCE PROCEDURE	6
Section 1: Application of grievance procedure	6
Section 2: Discharge of employees	6
Section 3: Procedure for filing grievance	6
ARTICLE V: HOLIDAYS	7
Section 1: Holidays and compensatory days	7
Section 2: Work Days on Holidays	8
ARTICLE VI: VACATIONS	8

ARTICLE VII: SICK LEAVE	9
Section 1: Sick leave schedule	9
Section 2: Continual illness or serious injury	9
Section 3: Interpretation of sick leave	9
Section 4: Funeral leave	9
Section 5: Duty connected injury	10
Section 6: Employee benefit for unused earned absence	10
Section 7: Annual Sick Leave Buy Back	10
 ARTICLE VIII: SUBSTITUTES	 11
Section 1: Provision for substitutes	11
Section 2: Rate of pay	11
 ARTICLE IX: GENERAL PROVISIONS	 11
Section 1: Working in higher classifications	11
Section 2: Leave of absence	11
Section 3: Seniority lists	11
Section 4: No work by other classifications	11
Section 5: Uniforms	12
Section 6: Insurance	12
Section 7: Dues deduction	12
Section 8: Pay for required attendance at meeting	12
Section 9: Establishment of job descriptions	12
Section 10: Personal leave	13
Section 11: Pay day	13
Section 12: Transportation	13
Section 13: Jury duty or subpoenaed witness	13
Section 14: Assignment of employees during use of school facilities by community organizations	14
Section 15: Unsupervised or unauthorized use of school facilities	14
Section 16: Medical examinations	14
Section 17: Schedule of overtime re: use of school facilities by organizations not directly connected with school activities	14
Section 18: Legality	14
Section 19: Discrimination	14
Section 20: Interpretation of contract	12
Section 21: Terms of agreement	14
Section 22: Telephone facilities	14
Section 23: Strike conditions	14
Section 24: Maintenance - Written examination	14
Section 25: Evaluations	15
Section 26: Personnel not fulfilling job responsibilities	15
Section 27: Statement of Economic Interests	15
Section 28: Fair Share Union Dues	15
Section 29: Volunteerism	16
Section 30: Discipline (New Language)	16
 ARTICLE X: SALARY RATES	 17

AGREEMENT FOR CUSTODIAN AND MAINTENANCE EMPLOYEES

The Board of Education of Collinsville Community Unit School District No.10, Collinsville, Illinois, hereinafter referred to as the "Employer," hereby recognizes Service Employees International Union, Local 316, hereinafter referred to as the "Union," as the bargaining representative for wages, hours and other conditions of employment for all custodial and maintenance employees of the Unit District. The Board of Education is an Equal Opportunity Employer and will not discriminate against any employee or applicant for employment because of race, color, creed, religion, national origin, age, sex, handicap, impairment, veteran or marital status.

ARTICLE I: SENIORITY

Section 1. Seniority shall date from the first day of work as a regular employee. In case more than one employee covered by this Agreement was hired at the same Board meeting, seniority for the purpose of bidding the open jobs will be established by the "drawing of straws" or other chance method. Seniority will then be established by the "first day of work" for which the open job description, that was bid, indicates. In the event the "first day of work" is the same for more than one open job that was bid, seniority will have been established by the "drawing of straws" or other chance method indicated above.

Section 2. In any case of any reduction in force in any classification covered by this Agreement, the following procedure will be followed. The youngest employee in point of seniority will be laid off first. Any employee whose job has been eliminated by a "cut back" in any classification covered by this Agreement will have the right to take up employment in any other classification which his/her seniority and qualifications permit. When "laid off" employees are called back to work, the oldest employee in point of seniority will be called back first, the second oldest next, etc. Seniority will cease to accumulate at the time of a layoff and will resume at the time of re-employment. Loss of seniority in its entirety will occur for any employee who, by their own desire, leave the service of the District, except those employees granted a leave of absence by the Board of Education.

Section 3. No new employee will be hired while any employee covered by this Agreement is on layoff, unless all laid-off, qualified employees have been offered, in writing at their last known address by certified mail, the opportunity to work the hours and at the rate of pay for which the new employee would be hired. Refusal to return to work for an equal rate of pay and hours of work in effect in the classification at the time the former employee was laid off will relieve the employer of any responsibility of further contacting that employee.

ARTICLE II: VACANCIES

Article II: Vacancies

Section 1. New employees to be hired to fill vacancies will be filled within 35 days following the regular monthly board meeting. Vacancy notices will be sent to President, Vice President, and Secretary of the bargaining union. When the Administration identifies a vacant position, the Administration agrees to interview any existing, qualified bargaining unit member(s) who apply. The Administration shall take into consideration the following factors when evaluating an applicant for a vacant position, in no order of priority:

- Needs of the District;
- Work performance and/or evaluations;
- Work experience/qualifications;
- Disciplinary record; and
- Seniority

Every effort will be made to advance present employees to any vacant position that becomes available, giving them preference over applicants not currently employed by the District, when all other criteria are equal. Nothing in this provision shall preclude the Administration from soliciting and accepting applications from outside applicants and considering outside applicants while it considers current bargaining unit members for a vacant position.

Section 2. ~~There will be a probationary period of 6 months for new hires, and 3 months for transfers.~~ **Each new employee shall serve a probationary period of six (6) months. The District shall have the right to terminate the probationary employee's employment without just cause or reason and the employee's dismissal shall not be subject to Article IV, Grievance Procedure.**

ARTICLE III: HOURS OF WORK

Section 1. The **day** work shift shall consist of eight and one half (8 1/2) consecutive hours. **A 30 minute unpaid lunch will occur during the shift.** Each employee's schedule shall consist of five (5) consecutive days, except as otherwise agreed to by the Union and Superintendent or Superintendent's Designee. The work week shall begin at 12:01 a.m. on Monday and end at 11:59 p.m. on Sunday.

Section 2. Each afternoon or evening shift starting on or after 2:00 p.m. shall consist of eight (8) hours **of work** including a thirty (30) minute paid lunch period, and each day shift shall consist of eight (8) hours **of work and an additional, not including a unpaid lunch period of thirty (30) minutes**

Section 3. When school is not in session, second and third shift employees may be granted permission to work a day shift schedule. This permission is subject to the approval of their Supervising Principal or Administrator.

Section 4. Any employee who works for three (3) or more hours past their regular scheduled shift shall be allowed a thirty (30) minute paid lunch break and an additional thirty (30) minute period for each ensuing four (4) hour period.

Section 5. All time worked on any sixth (6) consecutive day shall be paid at the rate of one and one-half times the regular rate of pay, and all time worked on any seventh (7) consecutive day shall be paid at the rate of two (2) times the regular rate of pay. Any time worked on Sunday that is not regularly scheduled will be paid at two (2) times the regular rate of pay.

Section 4 6. Time charged to sick leave, vacation, funeral leave, etc., shall count as time worked for the purpose of computing overtime.

Section 7 5. **An employee that works more than 40 hours in a work week will be paid overtime pay. Overtime, worked on Sunday, shall be paid at a rate of two (2) times the employee regular rate of pay.** All overtime worked must have the prior approval of the Supervisor. All time worked in excess of the regular workday or work week shall be overtime and paid at the rate of one and one-half times the employee's regular rate of pay. All overtime shall be paid at the highest rate of pay applicable to that employee.

Section 6 8. When employees report to work as scheduled, they shall be allowed a minimum of fifty percent (50%) of their regularly scheduled hours of work or equivalent pay, unless otherwise notified no less than one (1) hour prior to the beginning of their shift. School closing emergency plans shall be posted in each building.

Section 7 9. When an employee is called back to work, such work not being a continuation of their shift, they shall be paid a minimum of one (1) hour of work. ~~at one and one-half times their regular rate of pay.~~

Section 8 10. The Board of Education recognizes the interest of the Union in regard to any changes which affect the working conditions of those covered by this Agreement and represented by the Union and shall inform the President of the Union prior to any such changes. This notification to be made by the Superintendent or Superintendent's Designee.

While school is in session, the following reasons shall be considered as “disturbing” the employee’s job and shall permit that employee the right to “bump” any employee covered by this Agreement with lesser seniority:

1. Any change in the starting or ending time of the employee’s shift of more than a total of four (4) hours per day for a period of more than one week’s duration. (Time of shift to be interpreted as that time in existence at the date of the employee’s assignment to that job.)
2. Any change in the employee's building assignment; "building" to mean a separate detached structure on the same or different sites, i.e., High School academic gym, Area Vocational Center.

At any time during the year, the following shall be considered as disturbing the employee's job and shall permit that employee the right to "bump" any employee covered by this Agreement with lesser seniority:

1. Employee affected by reduction in pay.
2. Employee affected by reduction in hours of work.
3. Employee affected by reduction in months of work.
4. Employee affected by reduction in staff.
5. Employee affected by return of disqualified employee.
6. Employee affected by bump of higher senior employee.

A written notice of an "intent to bump" must be filed with the Office of the Superintendent or Superintendent’s Designee within five (5) working days of the effective date of the change that created the "job disturbance." This notice must be dated, must include the Article of the Agreement, the Section of the Agreement and paragraph authorizing the right to "bump." It must be signed by the individual "bumping" and indicate to which position the "bump" is directed. A copy of this must be filed with the President of the Union, Local 316, Custodial and Maintenance Employees.

Qualifications for a "bump" will be as per bidding, Article 11, Section 2, paragraph four (4), including probationary period if "bump" is into a different classification.

Section 9. Recording Work Hours (New Language)

In order to comply with the Fair Labor Standards Act, employees shall be required to record their work hours on a daily basis using either a time sheet or an electronic time recording program, as determined at the discretion of the District. Employees shall be required to comply with the Recording of Hours Worked Policy and Procedures, Appendix I, once the union and district come to an agreement at a later date.

ARTICLE IV: GRIEVANCE PROCEDURE

Section 1. The grievance procedure shall apply to the provisions of this Agreement ~~and to administrative practices and policies of the District directly affecting the employees covered by this Agreement.~~

Section 2. No **non-probationary** employee shall be discharged without just cause. The Superintendent of Schools shall provide a written statement of cause of dismissal. Violation of this Agreement by an employee may be regarded as cause for discharge.

Section 3. In the event an employee is dissatisfied with a ruling submitted to him by his immediate supervisor, or if there is any difference of opinion or dispute between the employer and the employee regarding the interpretation or operation of this Agreement, the following procedure will be followed:

A. **Step 1.** A written grievance must be filed with the ~~employee grievance committee and a copy sent to the immediate supervisor~~ (**Director of Building and Grounds**) within seven (7) **calendar** days after **the employee and/or union knew or should have known** knowledge of the occurrence of the act which resulted in the grievance. **The grievance shall be in writing and shall identify the date of the alleged violation and a description of the alleged violation.** ~~Failure to file a grievance as provided, will relieve the employer of all financial obligation and responsibility concerning the complaint.~~ **The immediate supervisor (Director of Building and Grounds) shall provide a written decision within seven (7) calendar days after receipt of the written grievance to the aggrieved employee and the Union President.** Should a grievance arise, an attempt will be made to settle such dispute between the authorized representative of the Union and the immediate supervisor.

B. **Step 2.** ~~Should a grievance arise, an attempt will be made to settle such dispute between the authorized representative of the Union and the immediate supervisor. If a satisfactory solution is not reached by these parties within five (5) working days, then the representatives of the Union and the Superintendent of Schools will attempt to adjust the grievance. They shall have five (5) working days to reach an agreement, unless by mutual consent a longer period is agreed upon.~~ **If the grievance is not resolved at Step 1, the aggrieved employee and/or the Union may submit the grievance in writing to the Superintendent within seven (7) calendar days of receipt of the Step 1 grievance response or, if the Step 1 response is not issued timely, within seven (7) calendar days from the date the Step 1 response was due. The Superintendent will schedule a Step 2 grievance meeting within seven (7) calendar days after receipt of the written grievance. The Superintendent shall provide a written decision within seven (7) calendar days after the Step 2 grievance meeting to the aggrieved employee and the Union President.**

C. **Step 3.** ~~In the event the representatives of the Union and the Superintendent of Schools cannot adjust the grievance within the time provided, the matter will be referred to the Board of Education for review. Such review will be conducted in committee session with the grieving employee and two (2) people of his/her choice present. If no settlement is reached within ten (10) working days, the services of an arbitrator from the Illinois Education Relations Labor Board facilities shall be used to bring about a settlement. The arbitrator's ruling will be~~

binding. If the grievance is not resolved satisfactorily at Step 2, the Union may submit, in writing, within seven (7) calendar days from receipt of the Step 2 grievance response or, if the Step 2 response is not issued timely, within seven (7) calendar days from the date the Step 2 response was due, a demand for arbitration with the American Arbitration Association (“AAA”). The Union and Board of Education shall follow the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceeding. The cost of the AAA fees and arbitrator fees shall be shared equally. Each party shall bear the full cost of its representation in the grievance arbitration hearing. A party scheduling a court reporter for the hearing and ordering a transcript of the hearing shall pay the cost of the court reporter and transcript. If the other party did not consent to a court reporter, but orders a transcript of the hearing, then the parties shall share the cost of the court reporter and transcripts equally. The arbitrator shall have no authority to amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the School District and the Union and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of this Agreement.

-7-

D. Time Limits. Failure of an employee or the Union to file a grievance within the established timeline or to advance the grievance to the next grievance/arbitration step within the prescribed time limits will constitute a waiver and act as a bar to any further appeal and relieve the District of all obligations including financial obligations. The District’s failure to give a decision within the time limits shall permit the grievance to proceed to the next step. The time limits, however, may be extended by mutual agreement in writing.

ARTICLE V: HOLIDAYS

Section 1. The following holidays, with pay, will be observed for all members of the custodial and maintenance personnel: Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve Day, Christmas Day, New Years Eve Day, New Years Day, Martin Luther King's Birthday, President’s Day, Casimir Pulaski Day, Good Friday, Easter Monday (if school is in session, Thursday preceding Good Friday), Memorial Day, and Independence Day (if this day falls on a Saturday or Sunday and summer school is in session the preceding Friday and/or the following Monday, the holiday will be the first day after the end of summer school.)

When any of the above holidays fall on a Saturday and/or Sunday, the proceeding Friday and/or the following Monday will be observed as a holiday provided school is not in session. If school is in session, such Friday and/or Monday will be considered a regular working day and, as such, will be compensated for at the regular rate of pay.

If any of the above holidays occur when school is in session, compensatory days off will be according to the following schedule:

1. The first compensating day will be the normal workday following Christmas Day.
2. The second compensating day will be the County Institute Day.

3. If a third compensating day is needed, it will be the Wednesday proceeding Easter. (If school is in session the week proceeding Easter, the third compensating day will be the Tuesday following Easter.)
4. If a fourth, fifth, etc. day is needed, the compensating day or days will be made by extending vacation time; arrangements being made through the Superintendent or Superintendent's Designee.

In the event that unforeseen circumstances would prevent these days to be taken as scheduled; compensating days will be determined by the Board.

Section 2. Should any employee be required to work on an authorized holiday as stated in the paragraph above, ~~all time so worked will be at one and one-half times the regular rate of pay in addition to the holiday pay.~~ **the District will designate an alternative workday for the employee to observe the holiday.**

-8-

ARTICLE VI: VACATIONS

Vacations shall accrue at the following rates for the effective period of this Agreement:

Employees who have been employed for a period of one (1) year will be granted a two (2) week vacation with pay.

Employees who have completed eight (8) or more years of service will be granted three (3) weeks vacation with pay.

Employees who have completed fifteen (15) or more years of service will be granted four (4) weeks vacation with pay.

~~An additional day of vacation shall be granted to an employee in the event a holiday falls during the vacation period of said employee.~~ **When a holiday falls during the vacation period of an employee, that holiday does not count as a day of vacation.**

Any first year employee whose anniversary date of employment is between January 1 and June 30, inclusive, shall be entitled to vacation as of July 1 at the rate of one-half day of vacation for each full month of service prior to July 1.

Any employee whose anniversary date of employment is between July 1 and December 31 shall be entitled to any vacation benefits accruing on his/her anniversary during the summer of that year.

~~Requests to use vacation time may be used at any time during the year, but any vacation time requested outside the normal summer schedule must be submitted to the Superintendent or Superintendent's Designee no later than ten (10) working days in advance. His decision as to approval or disapproval of the request shall be final.~~

~~Upon leaving the service of the District, the payment of any earned but unused vacation days shall be limited in an amount to ensure the District is not subject to any IMRF 6% penalty. Any vacation pay~~

that would cause the employee to exceed the 6% limit shall be paid to the employee post-employment as non-IMRF creditable earnings. The post-employment payment, if any, will be paid to the employee on the 65th day after the employee's last day of work.

Upon an employee's separation from employment with the District for any reason, the employee shall be compensated for any earned but unused vacation days at the rate of his/her current salary at the time his/her employment ends. The Union and Board agree that the payment of any earned but unused vacation days upon the employee's separation from employment shall not cause the employee's IMRF creditable earnings to exceed 6% or 1½ times the Consumer Price Index-Urban (CPI-U), whichever is higher, over his/her previous year's IMRF creditable earnings. Any vacation pay that would cause the employee to exceed the 6% or CPI-U limit, whichever limit is applicable, shall be paid to the employee post-employment, i.e. sixty five (65) days after his/her last day of employment.

-9-

ARTICLE VII: SICK LEAVE

Section 1. Sick leave benefits will be determined in accordance with the following schedule:

<u>No. Months Worked</u>	<u>No. Days Granted Per Year</u>
12	13

Maximum accumulation allowed: unlimited.

Does not include summer school, night school, or substitute employment.

Any employee starting work after school is in session shall receive sick leave benefits on a pro-rated basis for the time worked that school year; i.e., one day per month for every employee starting after the school year begins.

Section 2. In the event any employee experiences a continual illness or a serious injury within any given school term which would prevent him from performing his regular duties in the District, salary payments would continue for the current fiscal year and other benefits, such as vacation, holidays, insurance payments, and seniority would be maintained, provided the employee has been in the District for fifteen (15) years and has forty-five (45) days accumulated sick leave. Said paid absence will be counted against the accumulated sick leave.

Section 3. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family. The immediate family, for the purposes of this Section, shall include: parents, spouse, brother, sister, children, grandparents, grandchildren, parents-in-law, brother-in-law, sister-in-law, legal guardians, corresponding in-law relations, and any relative living in the same household. All sick leave requests must be made to the Switchboard Operator **or Absence Management System** both during the regular school year and during the summer months. ~~When possible, The employee should~~ **must submit their** ~~notify the Building Principal of the intended absence~~ **at least one hour prior to the start of his/her shift.** All employees who are absent because of illness or injury for an extended time should, upon return, have a written release from their physician.

Section 4. Reasonable time at full pay shall be granted for funeral leave for members of the immediate family. Such leave will not be deducted from sick leave. Prior arrangements with the Superintendent or Superintendent's Designee are required for determination of the number of days to be granted. Immediate family, for the purpose of this Section, shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents- in-law, brothers-in-law, sisters-in-law, legal guardians, corresponding in-law relations, and any relative living in the same household.

Funeral leave for other than a member of the immediate family must be requested in advance, in writing, and approved by the Superintendent of Schools and shall be deducted from accumulated sick leave.

-10-

Section 5. In the event of an absence related to a duty-connected injury, the District shall provide only workmen's compensation as determined by the insurance carrier, effective with the August 15, 1986 payroll. In the event said employee was enrolled for family insurance at least three full months prior to being on workmen's compensation, the District shall provide said coverage to the employee at no cost to the employee for a period not to exceed one year.

Section 6. Upon leaving the service of the Unit #10 School District, each employee who has accumulated ~~78~~ 630 or more ~~days~~ hours of unused ~~earned absence~~ **sick leave** shall receive a benefit equal of 100% of the employee's normal daily rate for each day of unused ~~earned absence~~ **sick leave** but not to exceed \$6,000. These payments may be paid in equal installments over 3 quarters, payable 7 months prior, 4 months prior and on the final paycheck to the employee if sufficient notice is provided to the School District. In the event the amount due under this provision changes because of the number of accumulated hours at separation ~~termination~~, the final paycheck will reflect the appropriate adjustment. However, an employee's receipt of compensation for unused sick leave shall be limited in an amount to ensure the District is not subject to any IMRF 6% penalty. **The Union and Board agree that the payment of any unused sick leave under this provision shall not cause the employee's IMRF creditable earnings to exceed 6% or 1½ times the Consumer Price Index-Urban (CPI-U), whichever is higher, over his/her previous year's IMRF creditable earnings. Any vacation pay that would cause the employee to exceed the 6% or CPI-U limit, whichever limit is applicable, shall be paid to the employee post-employment, i.e. sixty five (65) days after his/her last day of employment.** ~~Any sick leave monies that are not paid to the employee in his/her final paycheck because of the 6% penalty limit, will be considered a retirement severance benefit and will be paid to the employee on the 65th day after the employee's last day of work. Whenever said benefit is paid, only the unpaid unused sick days will be reported to Illinois Municipal Retirement Fund.~~

Upon the death of any employee qualified under this Section, the monies due for the time so accumulated will be paid to the estate of the employee.

Section 7: Annual Sick Leave Buy Back.

An employee who has accumulated more than 299 sick leave days on June 1 of each contract year may request the district to buy back any sick leave days in excess of 299 days at the rate of \$75 per day. To be eligible for the buy back days, the following procedures and limitations shall apply:

- a. The employee must submit a written request for the buy back days to the payroll office no later than June 5 of each contract year.

- b. If the buy back is timely requested, the district will calculate the number of buy back days (sick leave days in excess of 299 as of June 1) x \$75 and deposit the money into a 403(b) deferred compensation account, which account shall be designated by the employee from the approved District list of 403(b) companies. Both parties acknowledge that the employee did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the 403(b) fund. The employee is responsible for the initial establishment of their 403(b) account prior to funds being deposited to their account.

-11-

- c. The Board's contribution to the 403(b) account will be made prior to June 30, the end of the fiscal year, provided the employee has established a 403(b) account. The number of sick leave days turned in for compensation under the buy back procedures will be removed from the employee's accumulated sick leave days.
- d. The compensation for unused sick leave days under this provision shall be limited in an amount to ensure the District is not subject to any IMRF 6% penalty. Accordingly, the number of sick leave buy back days shall be limited to ensure the employee's IMRF creditable earnings in the fiscal year in which the buy back days are paid does not cause the employee's creditable earnings to exceed 6% over the previous year's creditable earnings.
- e. An employee that intends to retire will be eligible for compensation under Article VII, Section 7 or Article VII, Section 8, but not both. If the employee elects to receive compensation for buy back days under Article VII, Section 8, the amount of the buy back days that would cause the employee's creditable earnings to increase more than 6% above his/her previous year's creditable earnings shall be paid to the employee on the 65th calendar day after the employee retires.

ARTICLE VIII: SUBSTITUTES

Section 1. Substitutes will be provided for regular employees who are absent from work. It will be the responsibility of the employee to notify the Superintendent or Superintendent's Designee or his appointed representative at least two (2) hours prior to the starting of his shift, if possible.

Section 2. The rate of pay for a substitute employed on a regular or irregular basis shall be established by the Board of Education. Such employee shall be used only to assist or supplement the regular employees and shall not be permitted to perform the regular duties assigned regular employees except in the case of serving for a regular in his absence.

~~Any employee, in classifications covered by this Agreement, who leaves the employment of the District in good standing because of a reduction in staff as determined by the Board of Education, shall be paid at the rate of seventy percent (70%) of the regular custodian rate for all time worked as a substitute, extra, or temporary employee.~~

ARTICLE IX: GENERAL PROVISIONS

Section 1. An employee working in a higher paid classification on a temporary basis shall be paid the higher rate of pay for all time so worked, after receiving approval from the Superintendent or Superintendent's Designee.

Section 2. Leaves of absence, without pay, may be granted by the Board of Education to employees for legitimate reasons. Such leave shall not be for more than one (1) year, but may be extended upon review and approval by the Board. Seniority will not accrue during leave of absence.

Section 3. Seniority lists will be provided by the Board of Education at the beginning of the fiscal year.

Section 4. Any employee in any other classification in the Unit District shall do no work normally done by employees covered by the Agreement.

-12-

Section 5. All regular employees covered by the contract shall be provided with six (6) new uniforms consisting of six (6) shirts/tops and six (6) pants/slacks by the Collinsville School District. Any new employee covered by the contract shall be provided six (6) new uniforms following employment. In November of every other year thereafter, the School District shall furnish five (5) new uniforms to each employee covered by this Agreement, except for those employees who have not been a regular employee for twelve (12) months by November 1. Partial year employees shall receive a pro-rated number based upon the number of months employed by November 1 as compared to twelve (12) months. Employees shall wear said uniforms while on duty. The employee is responsible at his or her cost for the appropriate care, maintenance and replacement of said uniforms. **The District will provide each employee one pair of boots appropriate for waxing and stripping floors that are slip resistant every two years.**

Section 6. Insurance: The Board of Education shall provide a hospitalization, medical, and major medical insurance program for full-time non-certificated personnel who enroll. The Board of Education shall pay the individual coverage premium in full and shall provide payroll deductions of the remaining premiums for full family coverage of any personnel desiring such additional coverage. The Board of Education shall pay \$75.00 per month in addition to the individual plan rate for those full-time non-certificated personnel enrolled in the family plan. The insurance carrier will be selected by the Board of Education, after consultation with the C.E.A. and S.E.I.U. The Board provided insurance shall be for twelve (12) consecutive months.

For employees whose term of employment is twelve (12) months per year, insurance shall continue for so long as the individual remains an employee of the District. For employees whose term of employment is nine (9) months per year or more but less than twelve (12) months per year, coverage shall be on a twelve (12) month per year basis for so long as the individual remains an employee of the District.

Section 7. Any employee who is a member of any group recognized by the Board of Education, or who has applied for membership in any such group, shall be granted a payroll deduction of dues upon written request. Executed dues deduction request forms shall be furnished to the Director of Business Affairs prior to the first of the month is responsible for any make-up deductions. Such authorization for dues deductions shall continue in effect from year to year unless revoked in writing prior to June 15.

Section 8. When an employee in classifications covered by this Agreement is required to attend a meeting, they shall be paid for all time so spent.

Section 9. A job description of all classifications covered by this Agreement will be established through a program of meetings and discussions, the results reduced to writing and made a part of this

Agreement. Said descriptions to be informational only and will not exclude any duties required to perform the requirements of the Unit #10 School District.

-13-

Section 10. The Board shall grant up to two (2) days personal leave per year at full pay subject to the following conditions:

1. Such leave shall be accumulative up to a maximum of four (4) days but cannot be taken the day before or after a school holiday or vacation.
2. Once an employee has accumulated the maximum of four (4) unused personal leave days, any additional personal leave days granted to the employee pursuant to this Section will accumulate as sick leave.
3. Any request for personal leave shall be made at least three (3) calendar days prior to the date requested (except in emergencies) to the Superintendent's or Superintendent's Designee stating the reason for the request.
4. It should be understood that permission would be granted only if this request is for important business reasons which cannot be transacted outside of school hours.

If the personal leave day is denied, written reasons for the denial will be given within three (3) days.

Section 11. Payday shall be every other Friday as established by Board Policy.

Section 12. The mileage reimbursement rate shall be the current IRS rate.

Section 13. Employees covered by this Agreement will be guaranteed no loss in pay while serving jury duty or appearing as a subpoenaed witness in any court action. The difference in pay above that paid for jury duty will be paid the employee.

Section 14. An extra man will be assigned to gymnasium, auditorium, and cafeteria activities for community organizations using school facilities. This does not apply to extracurricular activities. Said man must be on duty in the complex only and does not necessarily have to be restricted to duties in the place of activity.

Section 15. In the absence of the Director of Building and Grounds, custodial personnel of the respective buildings shall be responsible in preventing all unsupervised or unauthorized groups or individuals from using school building facilities with the understanding that they shall call the Principal, Assistant Superintendent, or police if unable to handle the problem without help.

Section 16. ~~All new employees are required to pass a medical examination at School District expense; such examination to be designed by the School District and administered by a physician named by the School District. If the employee does not pass the medical examination, his/her employment will be terminated immediately.~~ **New employees must meet all pre-employment requirements or their employment may be terminated immediately.** If an employee is required to have subsequent a medical examinations as a condition of continued employment or for payment of sick leave benefits, the **examination shall be scheduled with a physician of the District's choice and the cost of the examinations shall be at the District's expense of the employer. The District may request an employee to submit a statement from his/her treating physician as a basis for paid sick leave, with the cost at the District's expense if requested when the employee has been absent less than three consecutive days and at the employee's expense if requested when the employee has been absent three or more consecutive days.** In the event of a strike, work stoppage, or any

other disruption of school operation, any Local 316 Service Employees International Union, calling in ill must present a doctor's excuse at the employee's expense.

-14-

Section 17. Due to the fact that the school buildings are used by many organizations not directly connected with school activities, which adds extra work on to the normal schedule of an employee both at night and/or Saturday and Sunday, it is often necessary for employees to work overtime. Such overtime will be authorized only by the Superintendent or Superintendent's designee, but it shall be the responsibility of the Lead Man to schedule such overtime subject to approval by the Superintendent or Superintendent's designee.

Section 18. Should any Article, Section, or Clause of this Agreement be declared illegal by court of competent jurisdiction, by State or said Article, Section, or Clause, as the case may be, shall automatically be terminated from this Agreement.

Section 19. The Board of Education and S.E.I.U., Local 316, agrees not to discriminate against any employee because of sex, race, color, or creed.

Section 20. The interpretation of this contract for S.E.I.U., Local 316, shall be made by the Chairman of the Negotiating Committee for this present contract, the Business Representative, and the present officers; for the Board of Education, interpretation shall be made by the Chairman of the Board Negotiating Committee, Superintendent, Assistant Superintendents, and the Director of Business Affairs.

Section 21. This agreement shall remain in full force and effect from July 1, 201620 through June 30, 201823. If a new Agreement has not been reached prior to the expiration date, this agreement shall remain in full force and effect until a new agreement is reached.

Section 22. Telephone facilities shall be made available to personnel for their reasonable use for school related business. Efforts will be made to provide public pay phone facilities. Personal calls on school phones, except in emergencies, is discouraged. If a personal long distance toll call is made, this charge must be billed to the employee's home.

Section 23. Employees covered by this Agreement shall not engage in a strike except under the conditions as shown in Section 13 of the Illinois Educational Labor Relations Act (H.B. 1530).

Section 24. Maintenance employees will be required to take a maintenance test. Employees will be given three opportunities to pass the test within a six month period. All maintenance staff must stay proficient in all areas of maintenance. If these requirements are not met, employee will be placed in a custodial position by the Director of Building and Grounds. All building light maintenance personnel will be required to successfully pass a building maintenance test.

The subject areas covered on the tests, will be mutually agreed upon by the Administration and Union Executive Board Members.

Section 25. All custodial/maintenance personnel will be evaluated annually by the Director of Building and Grounds.

Section 26. The Director of Building and Grounds will give written notification to any lead-custodial/maintenance personnel that are not fulfilling their job responsibilities. If said individual does not correct the items indicated in written notice within 15 working days, the Director of Building and Grounds will place said individual in a non-lead custodial/maintenance position. The vacant lead-custodial/maintenance position will be posted. Individuals interested in the position must apply in writing. Following the interview process, the individual being removed from the lead position will take the position of the individual chosen for the lead-custodial/maintenance position.

Section 27. Employees who are required to file a Statement of Economic Interests must file the form and provide the school Business Office with a copy of the employee's receipt of filing not later than the required filing date. Notification of the need to provide a copy of receipt to the Board Office shall be given 30 days in advance of any withholding of salary payments. In the event such evidence is not provided to the Business Office, the District shall withhold salary payments to the employee until compliance is provided.

Section 28: Fair Share. The following provision shall apply to members of the bargaining unit who were members of S.E.I.U., Local 316 on or after November 6, 1991, and to all members of the bargaining unit hired after November 6, 1991:

1. Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Union or pay a fair share fee to the Union equivalent to the amount of dues uniformly required of members of the Union, including local, state, and national dues.
2. In the event that the bargaining unit member does not pay his/her fair share fee directly to the Union by a certain date as established by the Union, the employer shall deduct the fair share fee from the wages of the non member.
3. Such fee shall be paid to the Union by the employer no later than ten (10) days following deduction.
4. In the event of any legal action against the employer brought in a court of administrative agency because of its compliance with this Article, the Union agrees to defend such action at its own expense and through its own counsel provided:
 1. The employer gives immediate notice of such action in writing to the Union, and permits the Union intervention as a party if it so desires; and
 2. The employer gives full and complete cooperation to the Union and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and all appellate levels.

Section 28: Union Dues:

- 1. The Board shall deduct from each employee's pay the current dues of the Union in equal installments corresponding with the number of pay periods in each year, commencing with the first paycheck in September and ending in May. The Union President shall also identify the local Union treasurer for the monthly remittance.**
- 2. Proper authorization for payroll deduction of dues shall be the signature of the employee on an authorization form prepared by the Union and submitted to the Superintendent or his/her designee. Authorization forms presented on or before August 31 will be honored for the initial September payroll. Such authorization shall remain in effect from year to year unless the employee cancels such authorization by notice in writing to the Superintendent and the Union President.**
- 3. If an employee resigns at any time during the school year, the Board shall deduct the unpaid prorated portion of the annual dues from the employee's final paycheck. An employee employed after the start of the year may voluntarily authorize dues deduction by presenting a signed and dated authorization form to the Superintendent. The combined annual membership dues will be pro-rated and deducted from his/her remaining months' checks to complete payment by May 30.**
- 4. The Union shall indemnify the Board for any damages and reasonable costs incurred for any claims made by employees for deductions made in good faith reliance on information provided to it by the Union, as required by the Illinois Educational Labor Relations Act (115 ILCS 5/11).**

-16-

Section 29. The District shall not use volunteers to avoid hiring additional employees. Volunteers may not be used where there are certification requirements, violations of IDPH regulations, confidentiality concerns, or in situations where special training or knowledge is required to do the job. Volunteers may not be in restricted areas, such as in food service kitchens, behind office counters, or in custodial closets, without the express approval of an employee who regularly works in that area.

If an employee objects to the District's use of a volunteer in a specific situation, the employee shall have the right to submit a written objection to the use of the volunteer with his/her supervisor. The objection must state what the volunteer is doing that the employee finds objectionable and why he/she finds it objectionable. The employee's supervisor and the employee shall attempt to reach an agreement regarding the situation. Failing to reach an agreement, the grievance procedure shall be followed.

Volunteers must meet acceptable standards of dress and conduct.

Section 30: Discipline (New Language)

No non-probationary employee may be disciplined, which is defined as a suspension without pay or termination of employment, without just cause. Prior to administering discipline, the District shall obtain the employee's response to the misconduct charges. The employee shall have the right to request Union representation at the investigatory meeting and any follow up meeting with the employee.

The following is a non-exhaustive list of misconduct that the parties agree in advance shall constitute just cause for suspension without pay and/or discharge for a first offense of any of the following. This list shall include but not be limited to:

1. Unauthorized absence from work
2. Any absence from work which would constitute a dock day, unless the absence is authorized under state/ federal law, e.g., FMLA, or approved by the Superintendent in advance.
3. Violation of the District's policy prohibiting sexual harassment
4. Theft of District property or funds; theft of another person's personal property or funds
5. Unauthorized removal of District property from a District building
6. Insubordination (i.e., failure or refusal to comply with an order or directive from a person with supervisory authority)
7. Violation of the District's Drug and Alcohol-Free Workplace policy
8. Gross negligence or willful damage to District property
9. Assault upon supervisors, other employees, students or visitors
10. Falsification of records and/or making false statements
11. Violation of Recording Hours Worked Policy and Procedures
12. In addition to the above list of offenses that provides just cause for suspension without pay or discharge for a first-time offense, the following shall apply to work rule violations not identified above and performance deficiencies:

- a. Any employee who violates a work rule and/or whose performance is deficient in any area of assigned duties within thirty-six (36) months after the date the employee received his/her first written warning or reprimand, the District shall have just cause to suspend the employee without pay and/or dismiss the employee.
- b. Should the employee not receive a second written warning and/or reprimand for a work rule violation and/or any performance deficiency within thirty-six (36) months after receiving a first written warning and/or reprimand, the first written warning or reprimand shall be removed from the employee's personnel file. The employee shall be responsible for requesting, in writing, that the District Office remove the letter of warning or reprimand from the employee's personnel file that are more than thirty-six (36) months old.
- c. Any employee's failure or refusal to comply with an order or directive from a person with supervisory authority shall be considered insubordination (not a performance deficiency) and constitute just cause to suspend the employee without pay or discharge the employee as a first-time offense.

Prior to the dismissal of an employee, the Board or its designee shall conduct a pre-termination hearing. At least five (5) workdays' notice shall be given to the employee prior to the hearing. If requested by the employee, an Association representative shall be present at the hearing.

ARTICLE X: CUSTODIAL AND MAINTENANCE SALARY RATES

The parties agree to re-open and mid-term bargain only the salary rates for the 2019-2020 contract year. All other contract provisions shall remain in full force and effect and shall not be subject to mid-term bargaining.

Classification Before July 2003		2020-21	2021-22	2022-23
Regular Custodian	3.4	25.66	26.12	
Lead Custodian, Light Maint.	4.1	26.66	27.12	
Groundskeeper	4.2	27.12	27.58	
Regular Maintenance	4.3	27.95	28.41	

Classification After July 2003	Years Experience	2020-21	2021-22	2022-23	
Regular Custodian (Steps)	1.01	15.00	15.30	15.61	
	1.02	15.23	15.53	15.84	
	1.03	15.45	15.76	16.08	
	1.04	15.69	16.00	16.32	
	1.05	15.92	16.24	16.56	
	1.06	16.16	16.48	16.81	
	1.07	16.40	16.73	17.06	
	1.08	16.65	16.98	17.32	
	1.09	16.90	17.24	17.58	
	1.1	17.15	17.49	17.84	
		11	17.41	17.76	18.11
		12	17.67	18.02	18.38
		13	17.93	18.29	18.66
		14	18.20	18.57	18.94
		15	18.48	18.85	19.22
		16	18.75	19.13	19.51
		17	19.03	19.42	19.80
		18	19.32	19.71	20.10
		19	19.61	20.00	20.40
		20	19.90	20.30	20.71
HVAC Maintenance		27.95*	28.41		

Lead Custodian, Light Maint. 2.1 Rate of reg. custodian pay plus addtl. \$1.00/hour
 Groundskeeper 2.2 Rate of reg. custodian pay plus addtl. \$1.46/hour
 Regular Maintenance 2.3 Rate of reg. custodian (step 19 20) pay plus addtl. \$2.29/hour

* Same rate as "old hire" regular maintenance.

* Off scale employees will receive a 2% increase in FY '21, FY '22, and FY '23.

A RIF (reduction in force) substitute in good standing rate is determined by multiplying the regular custodian, Step 1 rate by 75%.

When a person is initially employed, that person is considered as having one year experience. A person obtains additional years of experience only at the beginning of a school year and must have earned a complete year of experience, i.e., a person must be employed on the first day of a school year to obtain a year of experience.

Persons, who were regularly employed by the Collinsville School District as of June 30, 1989, shall qualify as a Step 4 regular custodian regardless of years of experience. Persons who are hired as regular custodial employees during the period of July 1, 1989, through June 30, 1990, shall be considered as having 3 years experience for 1991-92, 4 years in 1992-93, etc. Persons who were hired as regular custodians during the period of July 1, 1990, through November 6, 1991, shall be considered as having 2 years of experience for 1991-92, 3 years in 1992-93, etc. Persons who are hired as regular custodians effective November 7, 1991, or thereafter, shall begin on Step 1, Year 1.

-18-

- NOTES:
1. Effective March 1, 1983, deductions from employees for IMRF shall be placed in a tax sheltered status.
 2. Effective with payrolls beginning April 1, 1985, (May, 1985, coverage) payroll deductions shall be made for family plan insurance. Service Employees Local 316, Custodial and Maintenance Personnel, may elect to have the hourly rate reduced for family plan insurance participants in accordance with the following procedure:

$$\text{Annual Cost of Family Plan}-\text{Annual Cost of Individual Plan} = \frac{\text{Annual Allowance under Article IX. Section 7}}{2080 \text{ hours.}}$$

In the event Service Employees Local 316, Custodial and Maintenance Personnel, wishes to change from one method to the other as described above, notice must be given to the Superintendent no later than May 1 to be effective July 1. A change can only be made effective July 1.

IN WITNESS WHEREOF, this Agreement is entered into this ___th day of _____, 2021 by the Board of Education of Collinsville Community Unit School District No. 10, through its President and Secretary, and by the Service Employees International Union, Local 316, through its duly authorized representatives.

BOARD OF EDUCATION, COLLINSVILLE
COMMUNITY UNIT SCHOOL DISTRICT NO. 10

By _____
President

By _____
Secretary

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 316

By _____
President

By _____
Secretary

By _____
Business Representative

10.3. Approval of Resolution Authorizing the
Naming of the Junior Varisity Baseball Field

**RESOLUTION AUTHORIZING THE NAMING OF THE JUNIOR VARSITY
BASEBALL FIELD**

WHEREAS, Coach Russell (Russ) Keene taught Health and Drivers Education at Collinsville High School for 33 years (1968-2001) and during that time he coached basketball, football and baseball; and

WHEREAS, during his ten-year tenure coaching Kahok Baseball, Coach Keene won 4 IHSA regional Titles, 2 IHSA Sectional Titles, a 2nd place finish in the IHSA State Tournament in 1983, and won an Illinois State Championship in 1980, guiding his team to a 33-4-1 record; and

WHEREAS, Collinsville High School currently has one baseball field on the campus of CHS that is commonly known as “The Field on the CHS Hill”; and

WHEREAS, the naming of a facility is an appropriate recognition for such a distinguished teacher and coach; and

NOW THEREFORE BE IT RESOLVED, the Collinsville Community Unit School District Board of Education hereby names the baseball field commonly known as “The Field on the CHS Hill” to the “Russ Keene Baseball Field”; and

BE IT FURTHER RESOLVED, that the Board of Education directs that Administration to plan an appropriate ceremony to mark the naming of the Russ Keene Baseball Field.

ADOPTED this 15th day of March, 2021, by the following vote:

AYES: _____

NAYS: _____

ABSENT: _____

President, Board of Education

ATTEST:

Secretary, Board of Education

10.4. Discussion of CARES II Funding

11. Closed Session

12. Personnel

12.1. Non-Certified Employee Recommendations
for Employment

12.2. Non-Certified Resignations

12.3. Certified Resignation

12.4. Certified Employee Recommendations for
Employment

12.5. Consider Approving a Resolution to
Honorably Dismiss a Certified Teacher Under a
Reduction-In-Force

12.6. Motion to Post Instructional Coach

12.7. Motion to Post Certified and Non-
Certified Positions

12.8. Motion to Post Non-Certified Positions

12.9. Motion to Post Bilingual Certified and
Non-Certified Positions

12.10. Motion to Post Certified Special
Education Position

12.11. Employment Recommendation for
Administrator

12.12. Motion to Post Elementary Instructional
Coach

12.13. Motion to Post Remote Learning Teachers

12.14. Motion to Post Learning Strategies
Teacher

13. Student Discipline

13.1. Student Discipline - Expulsion

14. Adjourn