

MONMOUTH ROSEVILLE C.U.S.D. #238
MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION
HELD ON TUESDAY, APRIL 14, 2020

Call to Order/Roll Call

The Monmouth-Roseville C.U.S.D. #238 Board of Education met in a regular meeting on Tuesday, April 14, 2020, via telephone conference. At 7:00 p.m. the meeting was called to order by President Killey and the roll was read. The following Members responded: Watson, Bratcher, Brooks, Froelich, Killey, Sells, and Trego (7). Roll call #1.

Pledge of Allegiance

President Killey led the Board in the Pledge of Allegiance.

Public Comments

None

Consent Agenda

It was moved by Member Trego and was seconded by Member Brooks that the Board approve the Consent Agenda as presented:

- (a.) The Board approved and placed on file the Minutes from the regular and closed session held on March 10, 2020.
- (b.) The Board received and placed on file the March Financial Reports that included the Treasurer’s Report and Employees Self Insurance Health Insurance Program Reports.
- (c.) The Board approved the March Payroll and Board Bills as presented:

Payroll

Gross Payroll	\$843,452.08
Health/Life Insurance	\$94,808.69
FICA/Medicare	\$27,087.19
IMRF	\$19,831.57
TRS	<u>\$16,039.24</u>
Total	\$1,001,218.77

Board Bills

Education Fund	\$259,861.31
Kruidenier Fund	\$.00
Building Fund	\$ 66,638.21
Debt Service Fund	\$ 0.00
Transportation Fund	\$ 2,192.87
IMRF /SS Fund	\$ 0.00
Capital Projects Fund	\$176,294.49
Working Cash Fund	\$ 0.00
Tort Fund	\$ 3,797.76
Fire Prevention & Safety Fund	<u>\$ 0.00</u>
Total	\$ 508,784.64

- (d.) The Board accepted the School Activity accounts as presented.
- (e.) The Board accepted the Principal’s reports if presented.

On roll call the following Members voted AYE: Bratcher, Brooks, Froelich, Killey, Sells, Trego, and Watson. Roll call #2.

Superintendent Reports

Mr. Fletcher informed the Board that the District is averaging 540 lunches per day serving students during school closure and that during the scheduled Spring Break, while staff had the time off, the District purchased the lunches from area restaurants.

Board Correspondence

None.

Board Committee Reports

None.

Instructional / Operational Presentation

None.

New Business**A. Monmouth-Roseville District Student Handbook Changes for 2020-2021 School Year (First Reading)**

The Board was presented with a copy of the proposed Student Handbook for 2020-2021 school year. The Superintendent explained that any changes are coordinated with any new policies and the student model handbook. Seeing no questions, the Board will expect a second reading next month for Board approval.

B. Discussion and Approval of Central Intermediate School's Membership in the IESA for the 2020-2021 School Year

Member Watson moved to approve Central Intermediate School's Membership in the IESA for the 2020-2021 school year as presented. The motion was seconded by Member Brooks. On roll call the following Members voted AYE: Brooks, Froelich, Killey, Sells, Trego, Watson, and Bratcher (7). Motion carried. Roll call #3

C. Discussion and Approval of Monmouth-Roseville Junior High's Membership in the IESA for the 2020-2021 School Year

Member Brooks moved to approve Monmouth-Roseville Junior High's Membership in the IESA for the 2020-2021 school year as presented. The motion was seconded by Member Bratcher. On roll call the following Members voted AYE: Froelich, Killey, Sells, Trego, Watson, Bratcher and Brooks (7). Motion carried. Roll call #4

D. Discussion and Approval of Monmouth-Roseville High School's Membership in the IHSA for the 2020-2021 School Year

Member Bratcher moved to approve Monmouth-Roseville High School's Membership in the IHSA for the 2020-2021 school year as presented. The motion was seconded by Member Watson. On roll call the following Members voted AYE: Killey, Sells, Trego, Watson, Bratcher, Brooks, Froelich (7). Motion carried. Roll call #5

E. Discussion/Approval of contract with Bushue HR, Inc., from April 1, 2020 to March 31, 2023

Member Trego moved to approve contract with Bushue HR, Inc., from April 1, 2020 to March 31, 2023 and was seconded by Member Bratcher. On roll call the following Members voted AYE: Sells, Trego, Watson, Bratcher, Brooks, Froelich, and Killey (7). Motion carried. Roll call #6

Board Comments

President Killey expressed his gratitude to the Monmouth-Roseville teachers and administrators who have worked very hard during the school closure to continue to provide education to students.

Closed Session

At 7:15 p.m. Member Brooks made a motion to go into closed session for the purpose of:

The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity (5 ILCS 120/2 (c)(1))

Collective negotiating matters between the public body and its employees or their representatives or deliberations concerning salary schedules for one or more classes of employees

The placement of individual students in special education programs and other matters relating to individual students.

Member Watson seconded the motion. On roll call the following Members voted AYE: Sells, Trego, Watson, Bratcher, Brooks, Froelich and Killey (7). Motion carried. Roll call #7

Return to Open Session

At 7:42 p.m. Member Brooks moved and Member Watson seconded returning to Open Session. On roll call the following Members voted AYE: Trego, Watson, Bratcher, Brooks, Froelich, Killey, Sells (7). Motion carried. Roll call #8.

Action Taken as a Result of Closed Session

None.

Approval/Consideration of Resolution of Notice to Remedy for Kevin Ferry – Professional Educator Licensed Teacher

Superintendent Fletcher provided the following Resolution for Board consideration:

**RESOLUTION REGARDING NOTICE TO REMEDY
KEVIN FERRY**

WHEREAS, the Board of Education of Monmouth-Roseville Community Unit School District No. 238 (hereinafter “the Board” or “the District”) has received reports from the administrative staff regarding certain incidents involving the conduct of Kevin Ferry (hereinafter “Ferry”), a professional educator licensed (“PEL”) teacher employed by the Board and who has been employed by the District as a tenured teacher at all times relevant hereto; and

WHEREAS, Ferry is a member of a bargaining unit within the meaning of the Illinois Educational Labor Relations Act (115 ILCS 5/1 et seq.) and his exclusive bargaining representative is the Monmouth-Roseville Education Association, IEA/NEA (hereinafter the “Association”); and

WHEREAS, Ferry ordered t-shirts and sold them to students, collecting both cash and checks on behalf of the District therefor; and

WHEREAS, during the spring 2020 semester, the District received an unpaid invoice for t-shirts ordered by Ferry that was three (3) years overdue; and

WHEREAS, upon investigation, the District discovered that Ferry had received several notices by email from the t-shirt company demanding payment upon the overdue invoice; and

WHEREAS, Ferry never made the Board of Education of the District aware of the unpaid invoice, and advised the high school office that he was “taking care of it”; and

WHEREAS, Ferry apparently never took care of the invoice, paid the invoice, or otherwise meaningfully addressed the invoice and monies due the t-shirt company; and

WHEREAS, when confronted, Ferry initially maintained that he was unsure about where the money had gone, but after being pressed, “discovered” several hundred dollars in cash he claimed was payment for some of the shirts; and

WHEREAS, the checks that were found by Ferry, upon inquiry, were so old they needed new authorization from parents to make up the remainder of the monies due to the t-shirt company pursuant to the invoice; and

WHEREAS, in a letter of reprimand given to Ferry and dated September 30, 2014, Ferry was directed to provide receipts to all students that turn in money to him for any reason; and

WHEREAS, notwithstanding that written directive from the District, Ferry collected money, but did not write receipts and did not in any way document his receipt of money in exchange for t-shirts, and did not retain any documentation proving his receipt of funds necessary to fulfill the District’s obligation to repay the invoice from the t-shirt company;

WHEREAS, when questioned about the incidents, Ferry admitted that he did not keep adequate, appropriate, or legal records, violated the District’s directive to do so, and was otherwise disorganized, mismanaged, and wholly inappropriate with regard to handling student and District funds; and

WHEREAS, although Ferry denied he stole or converted any of the funds for his personal use, he provided no evidence, proof, or explanation which would explain where the funds went, how they were distributed, or to whom they benefited; and

WHEREAS, despite such concerns, the District is unable to discover, prove, or otherwise understand what happened with the monies because adequate records of their collection, receipt, and deposit were not recorded or kept; and

WHEREAS, in the opinion of the Board, Ferry’s failure to keep adequate and appropriate records of payments received by parents and students was grossly in violation of the procedures set forth in Board Policy 4:50 and the Board’s September 2014 written reprimand to Ferry, constitute grossly inappropriate and profound mismanagement of the Activity Fund and its guidelines set forth in Board Policy 4:80, and was a violation of Professional Ethics as set forth in Board Policy 5:120; and

WHEREAS, Ferry was offered and afforded an opportunity to respond to evidence, and to has been afforded multiple opportunities to present his own defense; and

WHEREAS, Ferry failed to produce or identify a satisfactory explanation or justification of his behavior which would compel the Board that his behavior is in any way appropriate or tolerable; and

WHEREAS, the Board desires to leave no doubt as to its intolerance for Ferry’s poor judgment, recordkeeping, and handling of money, and seeks to prevent the same or similar conduct in the future; and

WHEREAS, the Board of Education of Monmouth-Roseville School District No. 238 does hereby find and determine that in the event Ferry fails to immediately remedy his insubordination and inappropriate management of student and District funds by complying completely with the directives listed hereinbelow, such failure shall constitute sufficient cause for the immediate dismissal of Ferry from his employment in and for the District;

NOW, THEREFORE, it is hereby resolved as follows:

Section 1. That the recitals set forth hereinabove are incorporated in this Section as if set forth here word for word.

Section 2. That Ferry is hereby directed to immediately remedy the behaviors identified in the recitals, by complying fully with the following:

- A. Ferry shall in every way comport himself as a professional and ethical teaching employee serving in and for the District; and

- B. Ferry shall discontinue any collection of money from any person on behalf of the District, and shall require that any person needing to deliver money to the District for any activity or other school-affiliated receipt be directed to the District office where money will be received; and
- C. Ferry shall immediately cease and desist from collecting money in the name of the District, on behalf of the District, or for any reason within his employment for the District; and
- D. Ferry shall immediately cease and desist from taking money from students on or at any campus of any school operated by the District; and
- E. Ferry shall be responsible for and shall keep and protect adequate, complete, and accurate written accounting records for any and all transactions, including ordering of any necessary supplies and distribution of goods or other items to students, staff, or others. Ferry shall report all such transactions to the building principal in a timely manner, and shall produce complete written records documenting transactions upon request; and
- G. Ferry shall communicate with his building principal about all materials, uniforms, prizes, t-shirts, or other distributables delivered to students and shall regularly communicate about their procurement, distribution, and, when necessary and appropriate, recovery. Ferry shall incur no expenses on behalf of the District without express written permission from the building principal, and shall collect no monies without written building principal approval; and
- H. Under no circumstances may Ferry misuse, comingle, or convert any dollar belonging to a student or the District for his personal use; and
- I. Ferry shall maintain and foster positive and supportive professional relationships with students and staff; and
- J. Ferry shall at all times exercise sound and professional judgment as expected of an adult and long-term educator in and for the District.

Failure to immediately remediate the behaviors identified in the recitals and fully implement and comply with the foregoing directives shall constitute sufficient cause for the immediate dismissal of Ferry from his employment in and for the District.

Section 3. That the Superintendent is hereby authorized and directed to prepare a written Notice to Remedy for signature by the President and Secretary of the Board of Education; that following the signing of said written notice, the Superintendent is hereby directed and authorized to send said written Notice to Ferry’s last known address by certified mail and is further directed to send to Association representatives and any other listed representative a copy of said written notice by mail and personal service.

Section 4. That this Resolution shall be in full force and effect forthwith upon its adoption.

ADOPTED this 14th day of_, 2020, by the following roll-call vote:

AYES: 6 Watson, Brooks, Froelich, Killey, Sells, Trego

NAYS: 0

ABSENT: 1 Bratcher

ABSTENTIONS:

President, Board of Education

ATTEST:

Secretary, Board of Education

Member Watson moved to approve the Resolution of Notice to Remedy for District Certified Teacher as presented and Member Froelich seconded the motion. On roll call the following Members voted AYE: Watson, Brooks, Froelich, Killey, Sells, and Trego (6). Motion carried. Roll call #9.

Personnel Agenda

Superintendent Fletcher presented the following personnel items for Board approval:

Employment

<u>Name</u>	<u>Position</u>	<u>School</u>	<u>Effective</u>	<u>Rate</u>
Alcala, Juan	Custodian	M-RJHS	3/20/20	\$10.67/hr
Hall, Courtney Joyce	French Bilingual Teacher	Lincoln	8/13/20	\$40,741
Hall, Courtney Joyce	Multilingual Family Coor	District	5/1/20	\$23.00/hr

Resignation

<u>Name</u>	<u>Position</u>	<u>School</u>	<u>Effective</u>
Franks, Todd	Multilingual Family Coor	District	end of 19-20
Paschal, Joyce	Cook / Café Manager	Central	6/1/20

Member Trego moved to accept the Personnel Agenda as presented. Member Watson seconded the motion. On roll call the following Members voted AYE: Watson, Brooks, Froelich, Killey, Sells, and Trego (6). Motion carried. Roll call #10

Adjournment

At 7:56 p.m. Member Watson moved to adjourn the meeting. Member Trego seconded the motion. On roll call the following Members voted AYE: Brooks, Froelich, Killey, Sells, Trego, and Watson (6). Motion carried. Roll call #11

President Killey declared the meeting adjourned.

ATTEST:

Kevin Killey, President

Anita Sells, Secretary