

**Minutes of the REGULAR Meeting of the Board of Education
Community Unit School District No. 4, Champaign County, Illinois
Mellon Administrative Center, 703 S. New Street, Champaign, Illinois
March 9, 2015 within the Boundaries of Said District**

Regular Meeting

Board President Laurie Bonnett called the Regular Meeting of the Board to order at 5:30 p.m.

Board Members Present

John Bambenek (via Skype at 5:41 p.m.), Laurie Bonnett, Jamar Brown, Kerris Lee (arrived at 6:15 p.m.), Ileana Saveley, Lynn Stuckey

Board Members Absent

Kristine Chalifoux

Staff Members Present

Superintendent Judy Wiegand, Assistant Superintendent Laura Taylor, Assistant Superintendent Susan Zola, Assistant Superintendent Angela Smith, Executive Director of Human Resources Ken Kleber, Executive Director of Business Services Matt Foster, School Attorney Tom Lockman

Approval of Agenda

Item 9D Policy 720.16 Students – Health Exams and Immunizations was moved from the Consent Agenda to the Action Agenda. Member Stuckey moved, with a second by Member Brown to approve the agenda as amended. The motion carried on voice vote. Ayes 4. Nays 0.

Executive Session

Member Stuckey moved, with a second by Member Brown, to adjourn into *Closed Session* in accordance with the Illinois Open Meetings Act (5 ILCS 120/2c) to consider Employee Appointments, Employment, Compensation, Dismissals, Complaints 120/2(c)(1). The motion carried on roll call. Ayes 4. Nays 0.

The Board convened into *Closed Session* at 5:32 p.m.

Open Session

The Board convened into *Open Session* at 6:05 p.m.

Guests

Representatives from CFT, local media and other interested persons

Action Agenda

Administrative Appointment – Dr. Howard Principal: Ken Kleber

Member Stuckey moved, with a second by Member Saveley to approve the Administrative Appointment – Dr. Howard Principal. The motion carried on roll call. Ayes 6. Nays 0.

The position of Principal of Dr. Howard Elementary was recently posted. A team of representatives, including District administration and Dr. Howard certified staff, support staff, and parents interviewed five (5) candidates for the position. Ms. Wendy Starwalt was selected as the most outstanding candidate.

Ms. Starwalt currently serves in the position of Assistant Principal of Dr. Howard Elementary. She has held this position since August 2014. Ms. Starwalt has served as a Physical Education

Teacher with Unit 4 Schools since 2008. She served at Dr. Howard Elementary from August 2005 through June 2008, and at Carrie Busey Elementary from August 2008 through June 2014. Additionally, she served as the K-8 Physical Education District Coordinator from August 2008 through June 2014. Ms. Starwalt's other teaching experience includes serving as a Physical Education Teacher for three (3) years and as a Science Teacher for six (6) years with Tolono Schools. Ms. Starwalt's previous administrative experience includes serving as Assistant Principal for Unity High School (Tolono) for three (3) years.

Ms. Starwalt holds a Bachelor of Science degree in Kinesiology (1981) and a Master of Science in Educational Leadership (1994), both from the University of Illinois.

The effective date of Ms. Starwalt's appointment is July 1, 2015. The recommended salary is \$84,235 plus all appropriate Board approved administrator benefits. This is 260 days/year position. Annual evaluation will be completed by the appropriate supervising administrator.

District administration recommended the appointment of Ms. Wendy Starwalt as Principal of Dr. Howard Elementary effective July 1, 2015 at the above listed salary and appropriate fringe benefits.

Administrative Appointment – Principal at Booker T. Washington STEM Academy: Ken Kleber
Member Brown moved, with a second by Member Saveley to approve the Administrative Appointment – Principal at Booker T. Washington STEM Academy. The motion carried on roll call. Ayes 6. Nays 0.

The position of Principal of Booker T. Washington STEM Academy was recently announced. A team of representatives, including District administration and Washington certified staff, support staff, and parent representatives, interviewed eight candidates for the position. Mr. Ryan Cowell was selected as the most outstanding candidate.

Mr. Cowell has been serving Centennial High School as an Assistant Principal since August 2012, most recently he was assigned as the Assistant Principal/Summer School Principal. Mr. Cowell began his teaching career in 2007 at Centennial High School. He has served as an Instructional Coach, Spanish Teacher, English Teacher and AVID Teacher.

Mr. Cowell received his Bachelor of Arts in English from Michigan State University in 2004. He received his second Bachelor's in Secondary Education with endorsements in Spanish and English from Eastern Michigan University in 2007. He earned his Master's in Educational Administration from the University of Illinois at Urbana-Champaign in 2011.

The effective date of Mr. Cowell's appointment is July 1, 2015. The recommended salary is \$83,835 plus all appropriate Board-approved administrator benefits. This is 260 days/year position. Annual evaluation will be completed by the appropriate supervising administrator.

District administration recommended the appointment of Mr. Ryan Cowell as Principal of Booker T. Washington STEM Academy effective July 1, 2015 at the above listed salary and appropriate fringe benefits.

Administrative Appointment – Principal at Garden Hills Elementary: Ken Kleber
Member Brown moved, with a second by Member Saveley to approve the Administrative Appointment – Principal at Garden Hills Elementary. The motion carried on roll call. Ayes 6. Nays 0.

The position of Principal of Garden Hills Elementary was recently announced. A team of representatives, including District administration and Garden Hills certified staff, support staff, and parent representatives, interviewed seven candidates. Ms. Delores Lloyd was selected as the most outstanding candidate.

Ms. Lloyd has held the position of Interim Principal of Garden Hills Elementary since September 2014. Prior to this assignment, she served as Assistant Principal at Garden Hills Elementary from October 2013 through August 2014. Ms. Lloyd has also served Unit 4 as the Pre K-5 English-Language Arts/Social Science Coordinator from August 2011 through September 2013. Ms. Lloyd joined Unit 4 Schools as an Assistant Principal at Barkstall Elementary. She held that position from August 2009 through June 2011. Ms. Lloyd has also worked as an elementary teacher for Urbana District 116 Schools.

Ms. Lloyd holds a Bachelor of Science degree in Psychology and a Master of Reading, both from Illinois State University. She received her Master's Degree in Educational Organization and Leadership from the University of Illinois.

The effective date of Ms. Lloyd's appointment is July 1, 2015. The recommended salary is \$83,835 plus any raise approved by the Board of Education for all administrators during the 2015-2016 school year. This is a 260 days/year position. Annual evaluation will be completed by the appropriate supervising administrator.

District administration recommended the appointment of Ms. Delores Lloyd as Principal of Garden Hills Elementary effective July 1, 2015.

Administrative Appointment – Director of Transportation: Ken Kleber

Member Brown moved, with a second by Member Lee to approve the Administrative Appointment – Director of Transportation. The motion carried on roll call. Ayes 6. Nays 0.

The position of Director of Transportation was recently posted. A team of representatives, including District administration, Transportation support staff, and District representatives interviewed five (5) candidates for the position. Mr. James Barrett was selected as the most outstanding candidate.

Mr. Barrett is currently serving Peoria Public Schools as the Assistant Director of Transportation. He held this position from November 1989 through November 1994 and left to start a private business, as well as work as a Production Operator for a local plant. Mr. Barrett returned to Peoria Schools as the Assistant Director of Transportation in May 2010 and is currently employed in this position. Additionally, he served Peoria Schools as a Bus Monitor in 1985 for three months, and a Field Supervisor with the Transportation Department from July 1985 through October 1989.

Mr. Barrett holds an Associate of Applied Science in HVAC/R from Illinois Central College (2008), a Certificate of Computer-Aided Mechanical Drafting from Illinois Central College (1997) and an Associate of Applied Science in Business Administration, also from Illinois Central College (1988).

The effective date of Mr. Barrett's appointment is March 23, 2015. The recommended salary is \$74,624, plus all appropriate Board-approved administrator benefits. This is 260 day/year position. Annual evaluation will be completed by the appropriate supervising administrator.

District administration recommended the appointment of Mr. James Barrett as the Director of Transportation effective March 23, 2015 at the above listed salary and appropriate fringe benefits.

Bills and Treasurer's Report – February

Member Brown moved, with a second by Member Stuckey to approve the Bills and Treasurer's Report – February. The motion carried on roll call. Ayes 6. Nays 0.

The Bills and Treasurer's Report – February was approved as presented.

Approval of Robeson/Kenwood Asbestos Abatement Change Order #4: Matt Foster

Member Brown moved, with a second by Member Saveley for Approval of Robeson/Kenwood Asbestos Abatement Change Order #4. The motion carried on roll call. Ayes 6. Nays 0.

Arlene Vespa has authority to approve change orders up to \$25,000. After that she must check with the Board President and a designated Board Member before signing the paperwork which leads to a change order. That process was adhered to. It was necessary for the entire Board of Education to approve the following change orders processed through September 2014. Please note that the total project contingency on this abatement project is \$0.

| CHANGE ORDER NO. 04 (all items relate to abatement at the Kenwood building) | | |
|--|--|--------------------|
| CHANGE ORDER AUTHORIZATION | DESCRIPTION | AMOUNT |
| 1. | Unforeseen Field Conditions: Cost for clean-up of asbestos contamination as required by Illinois Department of Public Health following a "major fiber release episode" caused by the General Contractor/subs. Note: A credit back to the District will be processed through the contract with the General Contractor. Expected net zero cost to the District. | \$23,865.02 |
| TOTAL CHANGE ORDER NO. 04: | | \$23,865.02 |

The total of the change orders for Robeson/Kenwood abatement is:

| CHANGE ORDER | AMOUNT |
|-----------------------------|--------------------|
| Change Order No. 01 - 03 | \$5,793.50 |
| Change Order No. 04 | \$23,865.02 |
| TOTAL CHANGE ORDERS: | \$29,658.52 |

Note: This \$23,865.02 change order is being credited back to the District through the contract with the General Contractor. Therefore this is truly not an increase to the District's overall abatement cost. Net cost to the District for this item is zero.

Minority and Female Business Enterprise (MAFBE) Update: No change.

Administration recommended Board approval of the change order for Robeson/Kenwood abatement totaling \$23,865.02.

Approval of Robeson/Kenwood Asbestos Abatement Change Order #5: Matt Foster

Member Saveley moved, with a second by Member Lee for Approval of Robeson/Kenwood Asbestos Abatement Change Order #5. The motion carried on roll call. Ayes 6. Nays 0.

Arlene Vespa has authority to approve change orders up to \$25,000. After that she must check with the Board President and a designated Board Member before signing the paperwork which leads to a change order. That process was adhered to. It was necessary for the entire Board of Education to approve the following change orders processed through September 2014. Please note that the total project contingency on this abatement project is \$0.

| CHANGE ORDER NO. 05 (all items relate to abatement at the Kenwood building) | | |
|--|--|---------------------|
| CHANGE ORDER AUTHORIZATION | DESCRIPTION | AMOUNT |
| 1. | Unforeseen Field Condition: CREDIT for repair of ceilings and metal radiator trim damage by abatement contractor. Note: Charges processed through contract with General Contractor via change order 2 with CORE in December. Net zero cost to the District. | -\$3,037.82 |
| TOTAL CHANGE ORDER NO. 05: | | (\$3,037.82) |

The total of the change orders for Robeson/Kenwood abatement is:

| CHANGE ORDER | AMOUNT |
|-----------------------------|--------------------|
| Change Order No. 01 - 04 | \$29,658.52 |
| Change Order No. 05 | -\$3,037.82 |
| TOTAL CHANGE ORDERS: | \$26,620.70 |

Minority and Female Business Enterprise (MAFBE) Update: No change.

Administration recommended Board approval of the change order CREDIT for Robeson/Kenwood abatement totaling \$3,037.82.

Approval of Kenwood Change Order #3: Matt Foster

Member Brown moved, with a second by Member Stuckey for Approval of Kenwood Change Order #3. The motion carried on roll call. Ayes 6. Nays 0.

Arlene Vespa has authority to approve change orders up to \$25,000. After that she must check with the Board President and a designated Board Member before signing the paperwork which leads to a change order. That process was adhered to. It was necessary for the entire Board of Education to approve the following change orders processed through February 2015. Please note that the total project contingency on this project is \$279,114.00 which leaves the current total at **\$230,160.44**.

| CHANGE ORDER NO. 03 | | |
|-----------------------------------|---|---------------|
| CHANGE ORDER AUTHORIZATION | DESCRIPTION | AMOUNT |
| COA 23 | Unforeseen Field Condition: Post demolition, it was discovered the old casework that was pulled out was holding up the fin tube radiators. Cost is to provide and install supports for fin tube radiators. Note: This work was performed on a time and material basis. The final cost came in under the contractor's estimate. | \$7,233.20 |

| | | |
|-----------------------------------|--|--------------------|
| COA 31 | Owner Requests / Unforeseen Field Conditions: Additional miscellaneous electrical scope. | \$3,206.50 |
| COA 32 | Owner Request: Add new ceiling and light fixtures to Kitchen Storage 157C. | \$909.90 |
| COA 33 | Owner Request: Kitchen and kitchen casework revisions, including deducting kitchen casework from scope and increasing wall tile scope. | -\$2,506.00 |
| COA 34 | Unforeseen Field Condition: Lower ceiling height in room 156 to match existing wall height, thereby reducing the amount of wall tile work. | -\$359.00 |
| COA 35 | Owner Request / Unforeseen Field Conditions: Civil revisions at parking lot, sidewalks and north driveway to meet City recommendations, correct existing poor drainage issues, improve accessibility and improve storm water flow. | \$24,865.54 |
| COA 36 | Owner Request: Paint bottom of joists in cafeteria, which will be exposed once new ceiling is installed. Note: This work was performed on a time and material basis. | \$2,388.19 |
| COA 37 | Unforeseen Field Condition: Provide pipe insulation at existing bare radiator piping behind casework filler panels. Bare piping is too close to panels and heat may cause warping or glue to delaminate without proper protection. | \$2,067.81 |
| COA 38 | Code Issue: Reroute existing mechanical piping to avoid electrical closet in kiln room. | \$4,475.38 |
| COA 39 | Drawing Coordination: Provide material and labor to increase size of approximately 105' of hot water piping from 2" to 3" diameter to tie into existing 3" piping. | \$4,906.49 |
| COA 40 | Drawing Coordination: Add starter to new air handling unit. | \$1,208.17 |
| COA 43 | Unforeseen Field Condition: Cost for clean-up of asbestos contamination as required by Illinois Department of Public Health following a "major fiber release episode" caused by the General Contractor/subs. Note: This is a credit back to the District for charges processed through the abatement contract. Net zero cost to the District. | - \$23,865.02 |
| TOTAL CHANGE ORDER NO. 03: | | \$24,531.16 |

The total of the change orders for Kenwood is:

| CHANGE ORDER | AMOUNT |
|-----------------------------|--------------------|
| Change Order No. 01 and 02 | \$24,422.40 |
| Change Order No. 03 | \$24,531.16 |
| TOTAL CHANGE ORDERS: | \$48,953.56 |

Minority and Female Business Enterprise (MAFBE) Update:

Original Total Project Contract Amount = \$4,421,000

Percentages at time of Bid specified in Project Manual:

MBE goal = 6% (\$4,421,000) = \$265,260

FBE goal = 4% (\$4,421,000) = \$176,840

Percentages anticipated at Project Start per Contractor:

MBE = \$27,000 / \$4,421,000= 1%

FBE = \$149,278 / \$4,421,000= 3%

Percentages after Change Order No 03:

MBE = \$27,000 / \$4,421,000= 1%

FBE = \$153,736 / \$4,421,000= 3% (Note decrease in Precision's contract amount of \$825 does not change percentage.)

Administration recommended Board approval of the change order for Kenwood totaling \$24,531.16.

Policy 720.16 Students – Health Exams and Immunizations: Tom Lockman

Member Brown moved, with a second by Member Lee to approve Policy 720.16 Students – Health Exams and Immunizations. The motion carried on roll call. Ayes 5. Nays 1. Member Stuckey voted no.

This Policy represents the District's effort to continue to update its Board Policy manual. This Policy change updates the deadline date when required school physical exams and proof of immunizations are required to be submitted for enrollment purposes. This revision also includes changes consistent with Proof of Immunizations required under the Illinois School Code.

Administration recommended approval of this policy change.

Consent Agenda: Unfinished/New Business

Member Brown moved, with a second by Member Stuckey to approve the Consent Agenda – New/Unfinished Business. The motion carried on roll call. Ayes 6. Nays 0.

The following Consent Agenda items were approved:

Human Resource Changes: Ken Kleber

The Human Resource Changes were approved as presented.

Minutes of February 9, 2015 and February 23, 2015

The Minutes were approved as presented.

Policy 720.13R Administrative Procedures for Control of Head Lice: Tom Lockman

Policy 720.13R Administrative Procedures for Control of Head Lice represents the District's effort to continue to update its Board Policy manual. These updates reflect current best practices relative to the control of head lice in District schools.

Administration recommended approval of this policy change.

Policy 850R Community Relations – Public Solicitations: Tom Lockman

This Administrative Procedure represents the District's effort to continue to update its Board Policy manual. This procedural update clarifies the criteria for the approval of printed materials to be distributed to students and updates the list of pre-approved organizations that can distribute materials to students.

Administration recommended approval of this policy change.

Bid: Barkstall Chiller Replacement: Matt Foster

Board Policy states that bids will be solicited when items are expected to exceed a total of \$25,000. Bids were posted on the District's website and advertised in the News-Gazette for the Barkstall Chiller Replacement. Five bids were received and opened on February 24, 2015. The lowest bid was from A&R Mechanical for \$137,000. A&R Mechanical also met our District MAFBE participation goals of 6% for MBE and 4% for FBE.

The cost of \$137,000 for the Chiller Replacement at Barkstall will be paid from the Fire Prevention and Safety Fund.

Administration recommended approval of the Barkstall Chiller Replacement to A&R Mechanical for \$137,000.

Novak Academy Lease Extension: Tom Lockman

The Novak Academy Lease Extension was approved as presented.

Administrator Request For Additional Sick Leave: Ken Kleber

The Administrator Request For Additional Sick Leave was approved as presented.

Release of Certified Staff: Ken Kleber

The Board of Education is required by law to notify any non-tenured teacher via written notice at least forty-five (45) days before the end of any school term if he/she will not be re-employed for the following term.

The financial implications will be determined by the salary assigned to these individual staff members and whether or not the positions assigned to these staff members are filled by returning employees or eliminated.

**CHAMPAIGN COMMUNITY SCHOOLS UNIT DISTRICT #4
RELEASE OF CERTIFIED STAFF
2014-2015**

| Part-Time Certified Staff | | | | |
|----------------------------------|-------------------------------|------------------------------|-----------------------------|--|
| Name | Position | Location | Full-Time Equivalent | |
| Brennan, Michelle | 6 th Grade Teacher | Franklin Middle School | .50 | |
| Chieu, Gill | PreKindergarten Teacher | Early Childhood Center | .50 | |
| Clapper, Kathryn | Business Teacher | Centennial High | .60 | |
| Cobb, Megan | Music Teacher | International Prep Academy | .34 | |
| * Curry, Bradley | Industrial Arts Teacher | Central High | .10 | |
| Davis, Yolanda | English/Language Arts Teacher | Edison Middle | .50 | |
| Decker, Kathleen | English Teacher | Central High | .80 | |
| Edgington, Mary | Special Education Teacher | Kenwood Elementary | .50 | |
| Fahey, Brian | Physical Education Teacher | Barkstall Elementary | .50 | |
| Hayes, Melissa | Art Teacher | International Prep Academy | .34 | |
| McDonald, Elizabeth | Band/Strings Teacher | Elementary Schools | .51 | |
| Michaelson, Debra | PreKindergarten Teacher | Early Childhood Center | .50 | |
| Penning Bush, Carrie | | Testing Coordinator District | .71 | |
| Phillips, Amelia | Special Education Teacher | Barkstall Elementary | .50 | |
| Putman, Priscilla | Enrichment Teacher | Stratton Elementary | .50 | |
| Reed, Stacey | Interventionist | Bottenfield Elementary | .50 | |
| Remole, Elaine | Family/Consumer Science | Central High | .40 | |
| Strang, Nancy | Adaptive P.E. Teacher | Franklin/Jefferson Middle | .34 | |

| | | | |
|---------------|----------------------------|----------------------------|-----|
| Thomas, Sarah | School Social Worker | Barkstall/Edison | .50 |
| Zeman, Faye | Physical Education Teacher | International Prep Academy | .34 |

**Also Late Hire – Less than 120 Days*

Late Hire – Less Than 120 Days

| Name | Position | Location | Hire Date |
|----------------------|---------------------------------------|-------------------------|------------------|
| Alonzo, Shirley | 1 st Grade Teacher | Stratton Elementary | 01/26/2015 |
| Benz, Heather | 4 th Grade Teacher | Garden Hills | 01/05/2015 |
| * Bright, Thomas | Social Science Teacher | Central High | 01/05/2015 |
| * Browning, Tyra | 2 nd Grade Teacher | Dr. Howard Elementary | 02/02/2015 |
| Bowers, Bonita | School Psychologist | South Side/Garden Hills | 01/05/2015 |
| Bruce, Laura | 3 rd Grade Teacher | Carrie Busey | 12/16/2014 |
| Bursztynsky, Natalie | 1 st Grade Teacher | Westview Elementary | 02/09/2015 |
| Campbell, Emily | Special Education Teacher | Central High | 01/20/2015 |
| Curry, Bradley | Industrial Arts Teacher | Central High | 01/20/2015 |
| Eastin, Larry | ACTIONS Teacher | ACTIONS Program | 11/21/2014 |
| Higgs, Mary | 8 th Grade Science Teacher | Franklin Middle | 12/01/2014 |
| Kim, Esther | Special Education Teacher | Centennial High | 01/05/2015 |
| * Mullins, Jennifer | Social Science Teacher | Central High | 01/05/2015 |
| * Olson, Karen | 6 th Grade ELA Teacher | Jefferson Middle | 01/12/2015 |
| Redman, Melissa | 5 th Grade Teacher | Robeson Elementary | 02/02/2015 |
| Swims, Robie | Special Education Teacher | Centennial High | 01/05/2015 |
| Wenzell, Justin | School Social Worker | Jefferson Middle | 01/26/2015 |

** Also Interim*

Retired, But Working

| Name | Position | Location | Full-Time Equivalent |
|----------------|-----------------|-----------------|-----------------------------|
| Carnes, Connie | Spanish Teacher | Edison Middle | .34 |

Interim Assignments

| Name | Position | Location | Full-Time Equivalent |
|----------------------|-----------------------------------|-----------------------|-----------------------------|
| * Alonzo, Shirley | 1 st Grade Teacher | Stratton Elementary | 1.0 |
| * Bright, Thomas | Social Science Teacher | Central High | 1.0 |
| Godlewski, Emily | 3 rd Grade Teacher | South Side Elementary | 1.0 |
| Haile, Jennifer | 1 st Grade Teacher | Stratton Elementary | 1.0 |
| Martin, David | Physical Education Teacher | Central High | 1.0 |
| * Mullins, Jennifer | Social Studies Teacher | Central High | 1.0 |
| * Olson, Karen | 6 th Grade ELA Teacher | Jefferson Middle | 1.0 |
| Smigielski, Beverly | 4 th Grade Teacher | Kenwood Elementary | 1.0 |
| Sulisz, Jacqueline | Spanish Teacher | Central High | 1.0 |
| Zimmerman, Alexandra | Teaching Specialist | Washington Elementary | 1.0 |

**Also Late Hire – Less than 120 Days*

It was the administration’s recommendation the identified certified staff be released for the reasons indicated.

Reduction-In-Force of Certified Staff: Ken Kleber

The Board of Education is required by law to notify teachers via written notice at least forty-five (45) days before the end of any school term if he/she is to be removed or dismissed as part of a reduction-in-force.

The financial implications will be determined by the salary assigned to these individual staff members and whether or not the positions assigned to these staff members are filled by returning employees or eliminated.

**CHAMPAIGN COMMUNITY SCHOOLS UNIT DISTRICT #4
RESOLUTION DISMISSING CERTAIN CERTIFIED EMPLOYEES**

- (1) WHEREAS, the following named licensed employees of the District have completed the first, second, or third year of probationary employment, as described in said Section 24-11 of the School Code, and have been selected for termination of contract:

| <u>Level</u> | <u>Position</u> | <u>Location</u> | <u>FTE</u> |
|---------------------|-----------------|-----------------|------------|
| Elementary None | | | |
| Middle None | | | |
| High Page, Patty | Science Teacher | Central High | 1.0 |

NOW, THEREFORE, IT IS HEREBY RESOLVED:

1. The teacher(s) named in WHEREAS No. 1 shall be dismissed effective at the end of the 2014-2015 school term. The person(s) named in WHEREAS No. (1) shall be notified by certified mail, return receipt requested, of their dismissal and that they will not be employed for the subsequent school term by a letter (Exhibit A). The letter shall be signed on behalf of this Board of Education and forwarded to the person by the Executive Director of Human Resources at least forty-five (45) days before the end of the current school year.
2. The officers of the Board of Education and the administrative staff are authorized to do and perform all other acts necessary or proper to carry this Resolution into effect.
3. The officers of the Board of Education and administrative staff shall conduct such discussions with the collective bargaining representatives as may be appropriate regarding the impact of this Resolution.
4. All resolutions or portions thereof inconsistent with/or in conflict with the foregoing are hereby repealed to the extent of such inconsistency or conflict.

APPROVED AND ADOPTED at the regular meeting of the Board of Education of Champaign Community Schools Unit District #4, Champaign County, Illinois, held on March 9, 2015.

It was the administration's recommendation that the identified certified staff are reduced for the reasons indicated.

3/9/2015 Regular Meeting

Adjournment

There being no further business, Member Saveley moved, with a second by Member Stuckey, to adjourn the meeting at 7:00 p.m. The motion carried on voice vote.

Board Approved: April 13, 2015