



**PEOTONE BOARD OF EDUCATION  
FINANCE COMMITTEE MEETING MINUTES OF MONDAY, MAY 10, 2021  
CONNOR SHAW CENTER'S CONFERENCE ROOM**

**CALL TO ORDER:**

At 8:38 a.m. President Robinson called the meeting to order and requested all present to please stand and recite the Pledge of Allegiance. A roll call was taken and the following Finance committee members answered aye (2): Mr. Richard Uthe, and Mrs. Tara Robinson.

**ALSO PRESENT:**

Mr. Steve Stein, Mr. Trevor Moore, and Mrs. Cathy Cuculich.

**VISITORS' LOG:**

No one signed the Visitors' Log.

**OPPORTUNITY TO SPEAK:**

No one signed to Speak.

**ACCEPTANCE OF THE PRIOR MEETING MINUTES:**

Mrs. Robinson asked for a motion to approve and accept the minutes of the August 12, 2020, Finance Committee meeting. Mrs. Robinson made a motion and Mr. Uthe seconded the motion, and on a roll call vote, the following Finance committee members answered aye (2) Mr. Uthe, Mrs. Robinson, and no nays.

**FINANCE COMMITTEE:**

***Classified Pay Increases:***

The Finance Committee discussed the 2021-2022 classified staff increases with Mr. Moore and Mr. Stein. The classified staff increases are the same from last year, 2%, 3% and 4% depending on performance over the past year. Mr. Stein reported that he and Mr. Moore met with the directors individually and the discussions were fruitful. Mr. Moore discussed with the Finance Committee what the impact of minimum wage increases will be for staff. Mr. Moore reported to the Committee that the only group of non-union employees that are able to be compensated based on performance is the Transportation Department. He and Mrs. Haag discussed in their meeting about a way to incentivize better performance in the department.

Mr. Moore reported to the Committee that he will send a memo regarding the proposed classified staff increases to the full board for review prior to bringing them for approval at the May board meeting. If the board is in agreement with the increases for the classified staff, it will be up for approval as an action item at the May 17, 2021 regular board meeting.

***Pay Rates for Principals' Contracts:***

The Finance Committee discussed pay rates for the principals and whether or not they should have one-year or multi-years contracts, and the Committee reported that any changes to the principals' contracts should only take place at the time of when their contract expires.

***Substitute Teachers and Paraprofessionals Rates for FY22:***

Mr. Moore discussed with the Finance Committee the rates for the substitute teachers. Mr. Moore reported that the minimum wage laws require us to increase the substitute teacher rate of pay to at least \$92.04, and our sub-rate currently is one of the lowest in Will County. Mr. Moore is recommending to the Committee the following substitute teachers rates which is closer to the average of surrounding school districts:

Teacher - \$115.00 - Daily

Teacher - \$125.00 - after 20 days in one school year

Teacher - \$160.00 - after 20 consecutive days

Long Term Teacher \$180.00

Paraprofessional - Daily Rate - \$90.00

If the board is in agreement with the increases for the substitute teacher rates, it will be up for approval as an action item at the May 17, 2021 regular board meeting.

***Standardization of Administrator Benefits:***

Mr. Moore and Mr. Stein discussed with the Finance Committee standardizing administration benefits for the District administration and high school principal, and having a framework in place for the positions. The Committee discussed having more benefits and options for the Administration and high school principal positions. One option presented was to add furlough days to the contracts and with that receiving a lower pay increase, if that is a priority of the administrator. Mr. Moore stated that we can use tools from Forecast5 to help guide these kinds of decisions for compensation by position.

***Update Fee Policy:***

Mr. Moore discussed with the Finance committee the fee policy regarding registration and sport fees which was scheduled for adoption last spring, but the pandemic hit and the policy was put on hold. The Committee discussed bringing the updated policy to the Board again for approval and adoption. The Committee reported that we need to give parents notice that we are implementing this policy, and also to inform them that they will need to have all fees paid in full before their student(s) can participate in sports, clubs, activities or events by August 2022. The Committee suggested maybe having conversations at the regular board meetings to inform parents that this coming and for

them to be prepared for the new fee payment procedure of the policy, The District should inform parents that if they cannot pay their student(s) balances in full, they can set up a payment plan to pay their balances. The Committee agreed to continue to have conversations about this change and make sure it is mentioned at the scheduled regular board meetings. Mr. Stein informed the committee that this will have to go back to the board policy committee to have the policy put on the board meeting agenda for 1<sup>st</sup>, 2<sup>nd</sup> and approval and adoption.

***Future Local Revenue Level and Adequacy:***

Mr. Moore discussed with the Finance Committee the future local revenue level and adequacy of the District. Mr. Moore talked about a referendum for the facilities and also discussed the general direction and strategy – a having a plan A, B, and C in place. There is not an immediate decision needed on this topic. Mr. Moore just wanted to get an idea of what we want to do because the financial situation of the District has not changed since 2019 when plans were made for a limiting rate increase referendum question to be put on the ballot.

**ADJOURNMENT:**

At 10:09 a.m. President Robinson asked for a motion to adjourn the Finance Committee meeting. Mr. Uthe made a motion and Mrs. Robinson seconded the motion and on a roll call vote, the following committee members answered aye (2): Mr. Uthe, Mrs. Robinson, and no nays. The Finance Committee meeting was adjourned.



Tara Robinson, President



Cathy Cuculich, Reporter