

DECATUR PUBLIC SCHOOL DISTRICT #61
BOARD OF EDUCATION
AGENDA

Regular Meeting
Keil Administration Building
101 W. Cerro Gordo Street
Decatur, IL 62523

February 27, 2024
4:00 PM Open Session
Closed Session Immediately Following
6:30 PM Open Session Reconvened

Legend: AI = Action Item DI = Discussion Item IO = Information Only

Strategic Plan Mission:

The mission of Decatur Public Schools, the destination district of our community, is to unlock students' unique and limitless potential to achieve their personal aspirations as fully prepared, contributing citizens in a global society through learning experiences distinguished by:

- *commitment to the whole person resulting in student growth and confidence*
- *relevant, innovative, personalized academic pathways that promote passion and pride*
- *a learning environment that fosters curiosity and the thirst for achievement and discovery*
- *a culture of diversity, adaptability, and resilience*
- *meaningful and lasting relationships*
- *extraordinary school and community connections*

The Board of Education Parameters that Guide Our Work:

- We will make decisions in the best interest of all students.
- We will treat all people with dignity and respect.
- We will seek input and collaboration throughout our diverse community.
- We will practice responsible stewardship of all our resources.

AI 1.0 CALL TO ORDER

CALL FOR EXECUTIVE SESSION

The Board of Education will meet in Closed Executive Session to conduct employee discipline hearings and discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body, and collective negotiating matters between the Board and representatives of its employees.

Roll Call

IO 2.0 PLEDGE OF ALLEGIANCE

AI 3.0 APPROVAL OF AGENDA FEBRUARY 27, 2024

IO 4.0 DISTRICT HIGHLIGHTS

- American Dreamer STEM Academy

IO 5.0 PUBLIC PARTICIPATION

- Identify oneself and be brief.
- Comments should be limited to 3 minutes.
- Any public comments submitted to the Board Secretary will be included in the record.

DI 6.0 BOARD COMMITTEE REPORTS

JUNIOR BOARD MEMBER'S REPORT

BOARD DISCUSSION

AI 7.0 CONSENT ITEMS

- A. Minutes: Special Open/Closed Meetings February 09, 2024 and Open/Closed Meetings February 13, 2024
- B. Financial Conditions Report
- C. Treasurer's Report
- D. Frontline Annual Renewal (Absence Management)

AI 8.0 ROLL CALL ACTION ITEMS

- A. Consideration and Action on Possible Suspension without Pay for a Custodian
- B. Consideration and Action on Possible Suspension without Pay or Termination of a Custodian
- C. Consideration and Action on Possible Suspension without Pay or Termination of a Security Officer
- D. Personnel Action Items
- E. Employment of a Director of Teaching and Learning - Secondary
- F. Family Leadership Inc: Parent Engagement Programs

PLEASE NOTE: The below DPS Resolutions (1-2) are pertaining to the Reduction in Force regarding Honorable Reductions (restructuring and hours)

G. Decatur Public School (DPS) District 61 Resolutions

- 1. The honorable reduction of one (1) Educational Support Personnel responsibilities
- 2. The honorable reduction of seventeen (17) Educational Support Personnel responsibilities

IO 9.0 ANNOUNCEMENTS

The Board of Education and Administration sends condolences to the families of:

Florence Beatrice Oliver Stovall, who passed away Wednesday, February 07, 2024. Mrs. Stovall was the aunt of Michelle Mitchell, Care Room Teaching Assistant & DFTA President.

Dora (West) Miner, who passed away Sunday, February 18, 2024. Mrs. Miner was the mother of Kathy Hanks, Registrar at MacArthur High School, and grandmother of Brian Sugg, Custodian in the Buildings & Grounds department.

IO 10.0 IMPORTANT DATES

February 29 Principal for a Day

March 04 Casimir Pulaski Holiday – **SCHOOL IS IN SESSION**

06 Decatur Public Schools Career Expo

– 4:00 PM to 6:00 PM at MacArthur High School

13 District-wide Half Day of School for ALL Students

– **Please call your home school for details, if needed**

22 Parent/Teacher Conferences **NO SCHOOL FOR STUDENTS**

25 – 29 Spring Break Week

– **NO SCHOOL and District Offices are OPEN**

29 Good Friday Holiday

– **NO SCHOOL and District Offices are Closed**

Additional Reminders & Upcoming Dates

Please see the attached Multicultural flyer with upcoming dates. If any questions regarding the information, please contact Jeff Dase, Assistant Superintendent of Diversity, Equity & Inclusion at jdase@dps61.org and/or 217 362-3013.

NEXT MEETING

The public portion of the next regular meeting of the Board of Education will be at 6:30 PM, Tuesday, March 05, 2024 at the Keil Administration Building.

Please note: Due to Spring Break Week, the March Board meetings are the first and the third Tuesdays.

AI 11.0 ADJOURNMENT

**DECATUR DISTRICT 61 BOARD OF EDUCATION
SPECIAL OPEN SESSION MINUTES**

DATE/TIME: February 09, 2024

4:00 PM

LOCATION: Keil Administration Building
101 W. Cerro Gordo Street
Decatur, IL 62523

PRESENT: Bill Clevenger, President
Alana Banks
Al Scheider

Jason Dion, Vice President
Kevin Collins-Brown
Will Wetzel

ABSENT: Mark Reynolds

STAFF: Superintendent Dr. Rochelle Clark, Board Secretary Melissa Bradford, Attorney Luke Feeny and others

President Clevenger called the meeting to order at 4:00 PM.

TOPIC	DISCUSSION	ACTION
Closed Executive Session	President Clevenger called the meeting to order and moved into Closed Executive Session to conduct student discipline/expulsions hearings and discuss the compensation, employment and performance of specific employees of the public body, seconded by Vice President Dion. President Clevenger called for a Roll Call Vote: Aye: Clevenger, Scheider, Wetzel, Banks. Dion, Collins-Brown Nay: None Absent: Mark Reynolds Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	Closed Executive Session at 4:00 PM.
Return to Open Session	President Clevenger moved to return to Open Session, seconded by Dr. Collins-Brown. All were in favor.	Returned to Open Session at 6:09 PM.
Open Session Continued	President Clevenger noted that the Board of Education had been in Closed Executive Session to conduct student discipline/expulsion hearings and discuss the compensation, employment and performance of specific employees of the public body. <u>No action was taken during Closed Executive Session.</u>	Information only.
Pledge of Allegiance	President Clevenger led the Pledge of Allegiance.	
Approval of Agenda, February 09, 2024	Superintendent Clark recommended the Board approve the February 09, 2024 Special Open Session Board Meeting Agenda as presented. Ms. Banks moved to approve the recommendation, seconded by Dr. Collins-Brown. All were in favor.	Agenda was approved as presented.

Public Participation	<p>President Clevenger noted that during Public Participation, the Board of Education asked for the following:</p> <ul style="list-style-type: none">• Identify oneself and be brief.• Comments should be limited to 3 minutes.• Any public comments submitted to the Board Secretary will be included in the record. <p>No one signed up and/or requested to speak.</p>	Information only.
Board Discussion	None at this time.	Information only.
Potential Student 2324-0024 Expulsion	<p>Superintendent Clark recommended the Board of Education “authorize the issuance of a decision in the expulsion case for Student #2324-0024 consistent with the findings from the Hearing Officer’s Report, and that Student #2324-0024 be expelled from the Decatur Public School District, all events, property and activities of the District for the REMAINDER of the 2023-2024 school year and ALL of the 2024-2025 school year, with NO stay for alternative education. Please note: Student #2324-0024 can return to the home school on the first day of school of the 2025-2026 school year. Parents will be notified of the date for the first day of school once the calendar for the 2025-2026 school year is approved. Parents will also be notified of other educational options available for Student #2324-0024 during the expulsion period.</p> <p>Dr. Collins-Brown moved to approve the recommendation, seconded by Ms. Banks. Hearing no questions, President Clevenger called for a Roll Call Vote: Aye: Collins-Brown, Banks, Clevenger, Dion Nay: Scheider (he supported an expulsion for the remainder of the year and felt like incidents need to be separated) and Wetzel Absent: Reynolds Roll Call Vote: 4 Aye, 2 Nay, 1 Absent</p>	<p>Motion carried. Student 2324-0024 was approved to be expelled for the remainder of the 23-24 SY and all of the 24-25 SY as presented.</p>
Potential Student 2324-0025 Expulsion	<p>Superintendent Clark recommended the Board of Education “authorize the issuance of a decision in the expulsion case for Student #2324-0025 consistent with the findings from the Hearing Officer’s Report, and that Student #2324-0025 be expelled from the Decatur Public School District, all events, property and activities of the District for the REMAINDER of the 2023-2024 school year and ALL of the 2024-2025 school year, with NO stay for alternative education. Please note: Student #2324-0025 can return to the home school on the first day of school of the 2025-2026 school year. Parents will be notified of the date for the first day of school once the calendar for the 2025-2026 school year is approved. Parents will also be notified of other educational options available for Student #2324-0025 during the expulsion period.</p> <p>Ms. Banks moved to approve the recommendation, seconded by Dr. Collins-Brown.</p>	<p>Motion carried. Student 2324-0025 was approved to be expelled for the remainder of the 23-24 SY and all of the 24-25 SY as presented.</p>

Hearing no questions, President Clevenger called for a Roll Call Vote:

Aye: Wetzel, Collins-Brown, Clevenger, Dion, Banks

Nay: Scheider (he supported an expulsion for the remainder of the year and felt like incidents need to be separated)

Absent: Reynolds

Roll Call Vote: 5 Aye, 1 Nay, 1 Absent

**Potential
Student 2324-
0026 Expulsion**

Superintendent Clark recommended the Board of Education “authorize the issuance of a decision in the expulsion case for Student #2324-0026 consistent with the findings from the Hearing Officer’s Report, and that Student #2324-0026 be expelled from the Decatur Public School District, all events, property and activities of the District for the REMAINDER of the 2023-2024 school year and ALL of the 2024-2025 school year, with NO stay for alternative education. **Please note:** Student #2324-0026 can return to the home school on the first day of school of the 2025-2026 school year. Parents will be notified of the date for the first day of school once the calendar for the 2025-2026 school year is approved. Parents will also be notified of other educational options available for Student #2324-0026 during the expulsion period.

Motion carried. Student 2324-0026 was approved to be expelled for the remainder of the 23-24 SY and all of the 24-25 SY as presented.

Vice President Dion moved to approve the recommendation, seconded by Dr. Collins-Brown.

Mr. Scheider noted that he would support this expulsion, however, he asked administration to consider placement in the alternative education program for student 2324-0026 for the 2024-2025 school year, if seats became available. He asked for the NO stay to be removed and allow placement in an alternative educational program.

Hearing no questions, President Clevenger called for a Roll Call Vote:

Aye: Dion, Scheider, Banks, Wetzel, Clevenger, Collins-Brown

Nay: None

Absent: Reynolds

Roll Call Vote: 6 Aye, 0 Nay, 1 Absent

**Potential
Student 2324-
0027 Expulsion**

Superintendent Clark recommended the Board of Education “authorize the issuance of a decision in the expulsion case for Student #2324-0027 consistent with the findings from the Hearing Officer’s Report, and that Student #2324-0027 be expelled from the Decatur Public School District, all events, property and activities of the District for the REMAINDER of the 2023-2024 school year and ALL of the 2024-2025 school year, with NO stay for alternative education. **Please note:** Student #2324-0027 can return to the home school on the first day of school of the 2025-2026 school year. Parents will be notified of the date for the first day of school once the calendar for the 2025-2026 school year is approved. Parents will also be notified of other educational options available for Student #2324-0027 during the expulsion period.

Motion carried. Student 2324-0027 was approved to be expelled for the remainder of the 23-24 SY and all of the 24-25 SY as presented.

Dr. Collins-Brown moved to approve the recommendation, seconded by Ms. Banks.

Mr. Scheider noted that he would support this expulsion, however, he asked administration to consider placement in the alternative education program for student 2324-0027 for the 2024-2025 school year, if seats became available. He asked for the NO stay to be removed and allow placement in an alternative educational program.

Hearing no questions, President Clevenger called for a Roll Call Vote:

Aye: Banks, Scheider, Wetzel, Collins-Brown, Dion, Clevenger

Nay: None

Absent: Reynolds

Roll Call Vote: 6 Aye, 0 Nay, 1 Absent

**Important
Dates**

IMPORTANT DATES

February 14 District-wide Half Day of School for ALL Students
– **Please call your home school for details, if needed**
19 President's Day Holiday
– **NO SCHOOL and District Offices are Closed**
29 Principal for a Day

Information
only.

NEXT MEETING

The public portion of the next regular meeting of the Board of Education will be at 6:30 PM, Tuesday, February 13, 2024 at the Keil Administration Building.

Adjournment

President Clevenger asked for a motion to adjourn. Dr. Collins-Brown motioned, seconded by Vice President Dion. All were in favor.

Board
adjourned at
6:24 PM.

Bill Clevenger, President

Melissa Bradford, Board Secretary

**DECATUR DISTRICT 61 BOARD OF EDUCATION
REGULAR MEETING MINUTES**

DATE/TIME: February 13, 2024

5:00 PM

LOCATION: Keil Administration Building
101 W. Cerro Gordo Street
Decatur, IL 62523

PRESENT: Jason Dion, Vice President
Kevin Collins-Brown (arrived 5:04 PM)
Al Scheider

Alana Banks
Mark Reynolds
Will Wetzel

ABSENT: Bill Clevenger

STAFF: Superintendent Dr. Rochelle Clark, Board Secretary Melissa Bradford, Attorney Luke Feeney and others

Vice President Dion called the meeting to order at 5:00 PM.

TOPIC	DISCUSSION	ACTION
Call for Closed Executive Session	Vice President Dion called the meeting to order and moved into Closed Executive Session to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body, and collective negotiating matters between the Board and representatives of its employees, seconded by Ms. Banks.	Board moved to Closed Executive Session at 5:00 PM.
	Vice President Dion called for a Roll Call Vote: Aye: Reynolds, Wetzel, Dion, Scheider, Banks Nay: None Absent: Bill Clevenger and Kevin Collins-Brown (arrived 5:04 PM) Roll Call Vote: 5 Aye, 0 Nay, 2 Absent	
Returned to Open Session	Vice President Dion moved to return to Open Session, seconded by Dr. Collins-Brown. All were in favor.	Open Session at 6:16 PM.
Open Session Continued	Vice President Dion noted that the Board of Education had been in Closed Executive Session to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body, and collective negotiating matters between the Board and representatives of its employees. <u>No action was taken during Closed Executive Session.</u>	Information only
Pledge of Allegiance	Vice President Dion led the Pledge of Allegiance.	
Approval of Agenda, February 13, 2024	Superintendent Clark recommended the Board of Education approve the February 13, 2024 Open Session Board Meeting Agenda as presented. Ms. Banks moved to approve the recommendation, seconded by Dr. Collins-Brown. All were in favor.	Agenda was Approved as presented.

TOPIC	DISCUSSION	ACTION
District Highlights	<p>During the fall of 2023, over 10,000 students from elementary, junior high and high schools around Illinois participated in a virtual audition process. Of those auditions, more than 7,000 students were selected to participate in district festivals celebrating student musicians in bands, orchestras, choruses and jazz ensembles. Students who participated in the IL Music Education Association District Festivals were also eligible to be selected into ILMEA's All-State Student Programs. DPS had three EHS students selected to participate in the event held in Peoria, IL. The three students were:</p> <ul style="list-style-type: none"> • Senior, Gedrych Eynon selected for All-State Honors Orchestra Viola • Senior, Kieara Marshall selected for All State Band, Tuba • Freshman, Kaylee Sommer, selected for All State Orchestra, Violin <p>The Board Members also thanked EHS Band Teacher Jennifer Morrow for her outstanding dedication.</p> <p>The Johns Hill Lego League was recognized for the back to back wins. They advanced to the Sectionals and took home two trophies:</p> <ul style="list-style-type: none"> • Excellence in Engineer • Robotics Alliance <p>The Board Members also thanked Johns Hill Social Studies Teacher Kimberly Miller. Ms. Miller thanked our community partners, especially, Caterpillar for their generous donations towards the Lego League.</p> <p>The students shared their competition experiences.</p> <p>Sergio Reyna, Principal of Baum Elementary School, presented and shared information (attached) regarding their many accomplishments and school events.</p>	<p>Information only.</p> <p>Information only.</p>
Public Participation	<p>Vice President Dion noted that during Public Participation, the Board of Education asked for the following:</p> <ul style="list-style-type: none"> • Identify oneself and be brief. • Comments should be limited to 3 minutes. • Any public comments submitted to the Board Secretary will be included in the record. <p>For our listening audience, please note that during any Board of Education meeting and public participation, Board Members do NOT respond and/or comment to public comments; all comments are referred to administration. Furthermore, the Board refrains from referring to specific students or staff members by name, and requests that public commenters refrain from doing so as well. The request that you omit names was made to protect you from allegations of libel or slander or from violations of the Illinois School Student Records Act. It was not intended to shield an employee from criticism.</p>	Information only.

TOPIC	DISCUSSION	ACTION
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	Jammie Goodman, Teacher, spoke to the Board regarding the illiteracy of parents in our District. There was need for home support from parents. The issues take away from actual instructional time. Teachers were relying on the Board of Education to help set them up for success.	
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	Andrew Miller, parent at ADSA, spoke to the Board regarding the difficulty of being a parent. He stated that there was a teacher at ADSA that needed to be removed. There were many allegations against this teacher online. This teacher publicly shamed his son in front of the class and this should have been discussed with the parent. He asked for the teacher to be removed and there has been very little response.	
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	Maria Franklin spoke to the Board regarding concerns with ADSA where a teacher was indicated by DCFS. The teacher was removed, but only because there was pressure placed upon the District. There was no clear assurance that the teacher would not have access to any children. Were protocols put in place? She asked the Board to prioritize the safety of our students.	
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	Otiyuna Lyles spoke to the Board regarding recent events at ADSA regarding at teacher. The District's response was to shuffle staff around instead of holding them accountable, which puts children at risk. Policies and procedures need to be in place with clear guidance. There must be consequences and she encouraged the Board of Education to be proactive instead of reactive.	
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	Toby Propst, Custodian, spoke to the Board regarding his concern of the morale of the custodial department. He felt they had been disrespected and threatened by their supervisor. He asked for supervision that would set them up for success.	
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Board Committee Reports	None at this time.	Information only.
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Junior Board Members	None at this time.	Information only.
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Board Discussion	Mr. Reynolds asked for quarterly reports from schools regarding improvements; this sends a huge message to our community. Superintendent Clark replied that reports will be presented during the fall, winter and spring. However, the building principals choose their highlights for their presentations.	Information only.
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	Dr. Collins-Brown noted that the staff in the buildings were addressing the needs of the students. It may not be significant, but each gain counts. DPS was doing a great job.	
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	Mr. Wetzel would like to move things forward as the community was hurting. We must look long range with a strategic plan.	
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TOPIC	DISCUSSION	ACTION
	Vice President Dion noted that WAND was here for controversy and was not present to hear the good news in the District. There were great things going on in the District and he hates when others turn people away from enrolling in DPS 61.	
	Dr. Collins-Brown noted the 4H event under the leadership of Ben Steele. The event taught many positive skills to the students. He will forward Mr. Steele's information to administration for other schools. He would also love to see more media coverage on this event.	
	Denise Swarthout noted that she sends a list of events to media outlets weekly.	
Reports from Admins Ellsworth Dansby DPS Career Expo	Maria Robertson, Director of Community Engagement, introduced the video regarding the updates on the new Ellsworth Dansby Jr. Magnet School (see video on DPS you tube channel).	Information only.
	Ariel Allen, Recruitment and Retention Specialist, presented information on the next Career Expo (attached), which will be March 06, 2024 at MacArthur High School.	Information only.
ARA Food Service	Amy Wagner, General Manager for Armark Food Service, presented an update/review on their Food Service (attached).	Information only.
Consent Items	<p>Superintendent Clark recommended the Board of Education approve the Consent Items as presented, which included:</p> <ul style="list-style-type: none"> A. Minutes: Open/Closed Meetings January 23, 2024 and Special Open/Closed Meetings January 31, 2024 B. Freedom of Information Report C. Bills D. JLK Professional Development, LLC Proposal for ADSA <p>Dr. Collins-Brown moved to approve the recommendation, seconded by Ms. Banks. Hearing no questions, Vice President Dion called for a Roll Call Vote: Aye: Dion, Reynolds, Collins-Brown, Wetzel, Scheider, Banks Nay: None Absent: Clevenger Roll Call Vote: 6 Aye, 0 Nay, 1 Absent</p>	Motion Carried. Consent Items were approved as presented.
Personnel Action Items	<p>Superintendent Clark recommended the Board of Education approve the Personnel Action Items listed in the Memo from Deanne Hillman, Interim Director of Human Resources, and the Human Resources Department as presented.</p> <p>Dr. Collins-Brown moved to approve the recommendation, seconded by Mr. Scheider.</p> <p>There were 73 certified teacher vacancies. Teaching assistant vacancies were posted.</p>	Motion carried. Personnel Action Items were approved as presented.

TOPIC	DISCUSSION	ACTION
	Hearing no questions, Vice President Dion called for a Roll Call Vote: Aye: Banks, Reynolds, Dion, Scheider, Wetzel, Collins-Brown Nay: None Absent: Clevenger Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	
Administrators Salary Schedule for 2023-2024	Superintendent Clark recommended the Board of Education approve the Administrators Salary Schedule for 2023-2024, as presented. Dr. Collins-Brown moved to approve the recommendation, seconded by Ms. Banks. Hearing no questions, Vice President Dion called for a Roll Call Vote: Aye: Collins-Brown, Scheider, Banks, Reynolds, Wetzel, Dion Nay: None Absent: Clevenger Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	Motion carried. Administrators Salary Schedule for 2023-2024 was approved as presented.
Resolution to Abate Working Cash	Superintendent Clark recommended the Board of Education adopt the Resolution to Abate Working Cash, as presented. Ms. Banks moved to approve the recommendation, seconded by Mr. Scheider. Hearing no questions, Vice President Dion called for a Roll Call Vote: Aye: Scheider, Banks, Collins-Brown, Wetzel, Reynolds, Dion Nay: None Absent: Clevenger Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	Motion carried. Resolution to Abate Working Cash was approved as presented.
Security Camera Purchase	Superintendent Clark recommended the Board of Education approve the Security Camera Purchase, as presented. Dr. Collins-Brown moved to approve the recommendation, seconded by Ms. Banks. Hearing no questions, Vice President Dion called for a Roll Call Vote: Aye: Wetzel, Banks, Collins-Brown, Scheider, Dion, Reynolds Nay: None Absent: Clevenger Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	Motion carried. Security Camera Purchase was approved as presented.
Extended Day iPads	Superintendent Clark recommended the Board of Education approve the Extended Day iPads, as presented. Ms. Banks moved to approve the recommendation, seconded by Dr. Collins-Brown. Hearing no questions, Vice President Dion called for a Roll Call Vote: Aye: Dion, Reynolds, Collins-Brown, Scheider, Banks, Wetzel Nay: None Absent: Clevenger Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	Motion carried. Extended Day iPads were approved as presented.

TOPIC	DISCUSSION	ACTION
Bid for Two (2) New Ford Multifunctional School Activity Buses (MFSAB)	Superintendent Clark recommended the Board of Education approve the Bid for Two (2) New Ford Multifunctional School Activity Buses (MFSAB), as presented. Dr. Collins-Brown moved to approve the recommendation, seconded by Ms. Banks. Hearing no questions, Vice President Dion called for a Roll Call Vote: Aye: Reynolds, Collins-Brown, Wetzel, Scheider, Banks, Dion Nay: None Absent: Clevenger Roll Call Vote: 6 Aye, 0 Nay, 1 Absent	Motion carried. Bid for Two (2) New Ford School Activity Buses (MFSAB) was approved as presented.
Announcements	The Board of Education and Administration sends condolences to the families of: Kellie Marie Stine, who passed away Wednesday, January 17, 2024. Ms. Stine was the daughter of Jennifer (Johnson) Stine, Occupational Therapist for Macon-Piatt Special Education District. Mattie Taylor, who passed away Tuesday, January 23, 2024. Ms. Taylor was the sister of Minnie Walker, Retired Substitute Administrator for Decatur Public Schools. Cody Stephen Miller, who passed away Monday, February 05, 2024. Cody was the son of Molly Miller, a former Teacher from Decatur Public Schools and the grandson of Beth Coit, a retired Teacher from Decatur Public Schools. Patty Page, who passed away Thursday, February 08, 2024. Ms. Page was a Food Service Worker for Aramark at Hope Academy.	Information only.
Important Dates	<p><u>February</u> 14 District-wide Half Day of School for ALL Students – Please call your home school for details, if needed 19 President’s Day Holiday – NO SCHOOL and District Offices are Closed 29 Principal for a Day</p> <p><u>March</u> 04 Casimir Pulaski Holiday – SCHOOL IS IN SESSION 13 District-wide Half Day of School for ALL Students – Please call your home school for details, if needed 22 Parent/Teacher Conferences NO SCHOOL FOR STUDENTS 25 – 29 Spring Break Week – NO SCHOOL and District Offices are OPEN 29 Good Friday Holiday – NO SCHOOL and District Offices are Closed</p>	Information only.

____TOPIC_____DISCUSSION_____ACTION_____

Additional Reminders & Upcoming Dates

Please see the attached Multicultural flyer with upcoming dates. If any questions regarding the information, please contact Jeff Dase, Assistant Superintendent of Diversity, Equity & Inclusion at jdase@dps61.org and/or 217 362-3013.

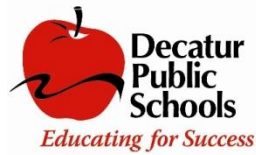
NEXT MEETING

The public portion of the next regular meeting of the Board of Education will be at 6:30 PM, Tuesday, February 27, 2024 at the Keil Administration Building.

Adjournment	Vice President Dion asked for a motioned to adjourn. Dr. Collins-Brown motioned, seconded by Mr. Scheider. All were in favor.	Board adjourned at 8:12 PM.
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Bill Clevenger, President

Melissa Bradford, Board Secretary



Board of Education Decatur Public School District 61

Date: February 27, 2024	Subject: Monthly Financial Conditions Report
Initiated By: Dr. Mike Curry, Chief Operational Officer	Attachments: Financial Conditions Report
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

The attached report illustrates the District's year-to-date revenues and expenditures and provides an explanation of the financial conditions of the Decatur Public School District and Macon-Piatt Special Education District.

CURRENT CONSIDERATIONS:

As the District completes January, the seventh month of FY24, the Macon-Piatt Special Education District has expended 47.37% of its overall budget; Decatur 61 has expended 47.73% of its overall budget.

As of February 20, 2024, the State Comptroller is holding FY24 ISBE vouchers in the amount of \$2,787,460 of which \$2,731,852 is associated with Evidence-Based Funding.

FINANCIAL CONSIDERATIONS:

n/a

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve the Monthly Financial Conditions Report as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

2023-2024 Decatur Public S.D. #61
Fund Balance Summary -January 31, 2024

<u>Fund</u>	<u>Fund Balance 07/01/23</u>	<u>Revenues To Date</u>	<u>Expenditures To Date</u>	<u>Net Cash Flow</u>	<u>Change in Fund Balance</u>	<u>Balance 01/31/24</u>	<u>Tentative Balance 06/30/24</u>
DISTRICT # 61							
Education	\$32,361,590	\$82,560,908	\$66,784,962	\$15,775,946	\$0	\$48,137,536	\$ 31,755,748
Operation & Maintenance	\$2,003,708	\$6,413,464	\$4,339,604	\$2,073,860	\$0	\$4,077,568	\$ 1,421,517
Debt Service	\$8,362,339	\$8,412,394	\$5,822,059	\$2,590,335	\$0	\$10,952,674	\$ 10,102,526
Transportation	\$1,867,643	\$5,301,391	\$3,569,751	\$1,731,640	\$0	\$3,599,283	\$ 1,765,832
IMRF	\$427,852	\$3,791,538	\$1,150,895	\$2,640,643	\$0	\$3,068,496	\$ 2,466,441
Social Security/Medicare	\$340,475	\$2,561,703	\$1,230,790	\$1,330,913	\$0	\$1,671,388	\$ 244,278
Capital Projects Fund	\$9,140,838	\$105,767	\$5,002,360	(\$4,896,594)	\$0	\$4,244,244	\$ 4,295,739
Working Cash	\$6,661,177	\$508,919	\$1,750,000	(\$1,241,081)	\$0	\$5,420,096	\$ 5,391,957
Tort Immunity/Judgment	\$5,219,246	\$3,063,748	\$2,304,569	\$759,179	\$0	\$5,978,426	\$ 4,304,449
Fire Prevention/Safety	\$3,039,779	\$426,659	\$1,546,532	(\$1,119,873)	\$0	\$1,919,906	\$ 1,885,689
Totals District 61	\$69,424,648	\$113,146,491	\$93,501,523	\$19,644,968	\$0	\$89,069,616	\$ 63,634,177
Macon-Piatt Special Ed District	\$7,445,942	\$8,917,528	\$9,408,507	(\$490,979)	\$0	\$6,954,962	\$ 6,702,903

Macon-Piatt Special Education District
Report Date: January 2024
Financial Condition as of January 31, 2024

Percent of year passed: 58%

	Revenues	Adopted Budget	Pre Audit Y-T-D	Percent Received/Used
12	Education	19,118,498	8,917,528	46.64%
	Operation &			
22	Maintenance	-		0.00%
42	Transportation	-		0.00%
52	IMRF	-		0.00%
		<hr/>		
	IMRF	19,118,498	8,917,528	46.64%
		<hr/> <hr/>		

Expenditures

12	Education	17,982,473	8,878,624	49.37%
	Operation &			
22	Maintenance	384,820	18,417	4.79%
42	Transportation	21,750	4,144	19.05%
52	IMRF	1,472,494	507,322	34.45%
		<hr/>		
	Total Expenditures	19,861,537	9,408,507	47.37%
		<hr/> <hr/>		

Net Cash

Total Revenues	19,118,498	8,917,528	46.64%
Total Expenditures	19,861,537	9,408,507	47.37%
	<hr/>		
Net Cash	(743,039)	(490,979)	
	<hr/> <hr/>		

Fund Balances

Actual

12	Education	6,954,962
		<hr/> <hr/>

Decatur Public School District #61
Report Date: January 2024
Financial Condition as of January 31, 2024

Percent of year passed: 58%

	Revenues	Budget	Pre Audit Y-T-D	Percent Received/Used	FY 23 Percent Received/Used As Of 6/30/23
10	Education	153,155,690	82,560,908	53.91%	79.78%
20	Operation & Maintenance	7,358,000	6,413,464	87.16%	99.65%
30	Debt Service	9,014,140	8,412,394	93.32%	121.13%
40	Transportation	6,620,891	5,301,391	80.07%	128.68%
50	IMRF	4,556,000	3,791,538	83.22%	137.51%
51	Social Security	2,506,200	2,561,703	102.21%	99.05%
60	Capital Projects	3,130,000	105,767	3.38%	74.58%
70	Working Cash	480,780	508,919	105.85%	136.28%
80	Tort Immunity/Judgment	2,909,000	3,063,748	105.32%	101.51%
90	Fire Prevention/Safety	390,581	426,659	109.24%	121.67%
	Total Revenues	190,121,282	113,146,491	59.51%	84.72%

Expenditures

10	Education	153,761,532	66,784,962	43.43%	74.09%
20	Operation & Maintenance	7,940,191	4,339,604	54.65%	97.87%
30	Debt Service	7,273,953	5,822,059	80.04%	101.13%
40	Transportation	6,722,702	3,569,751	53.10%	109.20%
50	IMRF	2,517,411	1,150,895	45.72%	112.52%
51	Social Security	2,602,397	1,230,790	47.29%	109.16%
60	Capital Projects	7,975,099	5,002,360	62.72%	68.61%
70	Working Cash	1,750,000	1,750,000	100.00%	0.00%

80	Tort Immunity/Judgment	3,823,797	2,304,569	60.27%	107.83%
90	Fire Prevention/Safety	<u>1,544,671</u>	<u>1,546,532</u>	<u>100.12%</u>	<u>55.86%</u>
	Total Expenditures	<u>195,911,753</u>	<u>93,501,523</u>	<u>47.73%</u>	<u>78.22%</u>

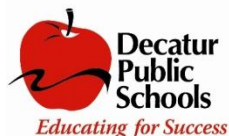
Net Cash

Total Revenues	190,121,282	113,146,491	59.51%
Total Expenditures	<u>195,911,753</u>	<u>93,501,523</u>	<u>47.73%</u>
Net Cash	<u>(5,790,471)</u>	<u>19,644,968</u>	

Fund Balances

Actual

10	Education	48,137,536
20	Operation & Maintenance	4,077,568
30	Debt Service	10,952,674
40	Transportation	3,599,283
50	IMRF	3,068,496
51	Social Security	1,671,388
60	Capital Projects	4,244,244
70	Working Cash	5,420,096
80	Tort Immunity/Judgment	5,978,426
90	Fire Prevention/Safety	<u>1,919,906</u>
	Total Funds	<u>89,069,616</u>



Board of Education Decatur Public School District #61

Date: February 27, 2024	Subject: Treasurer's Report
Initiated By: Dr. Mike Curry, Chief Operational Officer	Attachments: Treasurer's Report – January 2024
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

The attached report details the district's investments and the status of the district's cash as of January 31, 2024.

CURRENT CONSIDERATIONS:

N/A

FINANCIAL CONSIDERATIONS:

N/A

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve the Treasurer's Report for January 2024 as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

DECATUR PUBLIC SCHOOL DISTRICT #61
UNAUDITED TREASURER'S REPORT
January 2024

	Cash/Investments as of 12/31/23	Receipts	Disbursements	Change/Interest	Cash/Investments as of 01/31/24
Education	54,617,891.37	9,971,754.46	12,082,409.38	0.00	52,507,236.45
Operations & Maintenance	2,199,193.76	2,541,217.99	653,753.73	0.00	4,086,658.02
Debt Service	10,385,682.14	620,868.19	0.00	0.00	11,006,550.33
Transportation	876,793.27	2,967,550.89	576,988.62	0.00	3,267,355.54
IMRF	1,950,029.20	20,839.42	145,699.77	1,250,000.00	3,075,168.85
Social Security	1,317,384.47	16,705.68	156,477.99	500,000.00	1,677,612.16
Capital Projects	4,497,029.99	61,503.82	287,384.01	0.00	4,271,149.80
Working Cash	7,174,587.94	23,996.34	0.00	(1,750,000.00)	5,448,584.28
Tort/Judgment Immunity	5,916,235.09	39,014.73	104,496.50	0.00	5,850,753.32
Fire Prevention & Safety	1,918,487.86	10,058.20	156.26	0.00	1,928,389.80
Macon-Piatt Special Education	6,759,539.78	1,489,095.26	1,268,110.85	0.00	6,980,524.19
Activities	495,612.22	39,433.73	12,212.21	0.00	522,833.74
	98,108,467.09	17,802,038.71	15,287,689.32	-	100,622,816.48

Dr. Mike Curry

02/22/24



Board of Education Decatur Public School District #61

Date: February 27, 2024	Subject: Annual Frontline Renewal Notice
Initiated By: Deanne Hillman, Interim Director of Human Resources	Attachments: Frontline Education Renewal Invoice
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

Purchases over \$25,000 require board approval. The Frontline annual agreement exceeds this limit.

CURRENT CONSIDERATIONS:

Frontline provides Absence and Substitute management (electronic absence and substitute records) for the District. The District has used Frontline for several years.

FINANCIAL CONSIDERATIONS:

The balance due is \$27,841.71. This balance will be paid from the HR Budget.

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve this annual agreement with Power School as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

Frontline Education Renewal Notice

Attn: Decatur School District 61

Thank you for your continued partnership with Frontline Education. As part of our focus to provide you with industry-leading solutions and technology for K-12, our Learning Center continues to be enhanced to provide access to articles with answers to routine questions 24/7. This includes the ability to create support requests and training resources for new administrators.

As an Absence client, we wanted to make you aware that you are eligible to add Human Capital Analytics (HCA) at a very heavily discounted price as part of your renewal.

For a high-level overview video of our HCA solution click [here](#).

This offers many benefits for all our HCM solutions, but when utilized with Absence Management, you will have access to unique insights, such as:

- Seeing absence trends over time to anticipate your need for substitutes.
- Analyze fill rate metrics to understand the depth of your substitute pool and where more coverage is needed.
- Inform policy and personnel decisions by identifying how absence lead time affects your substitute fill rate.

Additionally, we have launched a **NEW** Absence Prediction Guided Analysis that:

- Projects daily sub-required absence totals for the entire 23-24 school year
- Allows for the assessment of future high and low volume absence days to allow for effective resource management and planning

Let your CSM know if you are interested in hearing more about HCA so you can take advantage of this offering. This can be activated prior to your renewal term starting.

Below, you will find information about the renewal of your subscription(s) that renew on 7/01/2024. Once you have reviewed the pricing for your upcoming subscription, you can either:

- Use this [link](#) to confirm the renewal of your subscriptions, or
- If you have questions please reach out to your Client Success Manager



Quote ID Q-175579

02/06/2024

Description	Start Date	End Date	Qty	Rate	Amount
Absence & Substitute Management, unlimited usage for internal employees	7/01/2024	6/30/2025	1	\$27,841.71	\$27,841.71

Total

\$27,841.71

Please use this [link](#) to indicate that you intend to renew your subscriptions and request your invoice if needed.

Need assistance? You can reach us by calling Kim Bland at (512) 496-3398 or by emailing us at renewals@frontlineed.com.

A handwritten signature in black ink, appearing to read 'Laura Hughes'.

Laura Hughes
Director, Client Retention and Renewals



Board of Education Decatur Public School District #61

Date: February 27, 2024	Subject: Personnel Action
Initiated By: Deanne Hillman, Interim Director of Human Resources, and the Human Resources Department	Attachments: 4 Pages of Personnel Action
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

Per Board Policy 5:30: Hiring Process and Criteria – The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with School board policy on equal employment opportunities and minority recruitment.

CURRENT CONSIDERATIONS:

All offers of employment are contingent upon the approval of the Board of Education. Accordingly, anyone who is offered and begins employment prior to the approval of the Board of Education understands that they will do so as a substitute. If the approval of the Board of Education is obtained, these substitutes will then be made whole retroactive to their first day of employment.

FINANCIAL CONSIDERATIONS:

These positions are in the budget.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve all Personnel Action Items as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION:_____

To: Board of Education
From: Deanne Hillman, Interim Director of Human Resources
Date: February 21, 2024
Board Date: February 27, 2024
Re: Personnel Action

EMPLOYMENT RECOMMENDATIONS

TEACHERS:

Name	Position	Effective Date
Judith Hunt Glenn	Cross Categorical, Johns Hill	February 19, 2024
Kayla Harris	Grade 5, Baum	February 26, 2024

TEACHING ASSISTANTS:

Name	Position	Effective Date
Reyann Crotser-White	Special Ed Assistant, Hope Academy, 6 hours per day	February 20, 2024
Radiance Sallee	Special Ed Assistant, Hope Academy, 6 hours per day	February 26, 2024

OFFICE PERSONNEL:

Name	Position	Effective Date
Kimberly Bowles	Main Office Receptionist, Eisenhower	February 20, 2024
Michelle Sturgis	Payroll Analyst, Business Office	February 26, 2024

SECURITY PERSONNEL:

Name	Position	Effective Date
Randall Hood	School Security Officer, Eisenhower	February 28, 2024

SCHEDULE B PERSONNEL:

Name	Position	Effective Date
Iisha Dean	Elementary Track and Field Coach, Montessori Academy	March 4, 2024
Kaleb Renfro	Athletic Director, Montessori Academy	February 21, 2024

Jeffrey Tucker	MS Boys Track Coach, Montessori Academy	February 26, 2024
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EXTENDED DAY PERSONNEL:

Name	Position	Effective Date
Stefanie Cunningham	Non Certified Staff, Parsons	February 12, 2024

TRANSFERS

TEACHER:

Name	Position	Effective Date
Emma Raleigh	From Grade 2, Parsons to Kindergarten, Baum	August 8, 2024

TEACHING ASSISTANTS:

Name	Position	Effective Date
Maegan Allyn	From Leave to Special Ed Assistant, Franklin Grove, 6 hours per day	August 7, 2024
Angela Barnett	From Special Ed Assistant, Hope Academy, 6.25 hours per day to Special Ed Assistant, Eisenhower, 6.5 hours per day	March 4, 2024
Mara Johannes	From Leave to Library Media Assistant, Dennis, 6 hours per day	August 7, 2024
Dajuan Johnson	From Transition Room Assistant, Eisenhower, 6.5 hours per day to Care Room Assistant, Montessori Academy, 6.5 per day	August 7, 2024
Tanzania Jones	From Special Ed Assistant, Stephen Decatur, 6.25 hours per day to Transition Room Assistant, Stephen Decatur, 6.5 hours per day	February 26, 2024
Abigail Miller	From K/2 Assistant, Parsons, 6 hours per day to K/2 Assistant, South Shores, 6 hours per day	August 7, 2024
Alyssa Ware	From Library Media Assistant, Parsons, 6 hours per day to Library Media Assistant, Dennis, 6 hours per day	August 7, 2024

RESIGNATIONS**TEACHER:**

Name	Position	Effective Date
Emily Villareal	Speech Language Pathologist, Macon Piatt	May 31, 2024

TEACHING ASSISTANT:

Name	Position	Effective Date
Jillian Bailey	Pre K Assistant, Pershing	February 23, 2024

CUSTODIANS:

Name	Position	Effective Date
Sherita Halliburton	2nd Shift Custodian, Muffley	February 23, 2024
Andrea Slater	2nd Shift Custodian (All Schools), Buildings & Grounds	February 15, 2024

SCHEDULE B PERSONNEL :

Name	Position	Effective Date
JaDawn Bryant	MS Girls Basketball Coach, Hope Academy	February 12, 2024
James Dawson	Elementary Track Coach, Baum	February 21, 2024
Madison Stark	Elementary Cross Country Coach, Franklin Grove	February 16, 2024
Madison Stark	Elementary Track and Field Coach, Franklin Grove	February 16, 2024
Daniel Peters	.5 FTE Assistant Volleyball Coach, MacArthur	February 7, 2024
Benjamin Truong	.5 FTE Assistant Volleyball Coach, MacArthur	February 8, 2024

EXTENDED DAY PERSONNEL :

Name	Position	Effective Date
Jillian Bailey	Non Certified Staff, Muffley	February 23, 2024

COMPENSATION RECOMMENDATIONS:

- The following staff members should be compensated for participating in K-8 Pilot Presentations on January 30, 2024 at PDI:

Kelli Murray	\$99.00	Leslie Woolsey	\$66.00
Jill Hubbard	\$99.00	Angela Bryles	\$66.00
Wissam Hasnain	\$66.00	Jason Lauritzen	\$66.00

- The following staff members should be compensated for participating in K-8 Pilot Presentations on January 11, 18 & 25, 2024 at Parsons:

Olivia Mannlein	\$198.00	Courtney Odle	\$66.00
Theresa Tozer	\$198.00	C Roxann Kennedy	\$132.00
Heather Groves	\$198.00	Kandice Michener	\$66.00
Grace Oxley	\$198.00	Tara Lueras	\$66.00
Andrea Wakeland	\$132.00	Cara Burkhart	\$66.00
Kathryn Rodgers	\$132.00	Emma Raleigh	\$66.00
Kylie Hale	\$66.00	Elizabeth Case	\$198.00
April Flint	\$132.00	Colleen Johnson	\$198.00
Jamie Goodman	\$132.00		

- The following staff members should be compensated for participating in School Improvement Team/Committee Meetings on January 22 & 30, 2024 at Parsons:

Greg Green	\$132.00	Theresa Tozer	\$198.00
Emma Raleigh	\$132.00	Holly Davis-Kitson	\$450.00
Elizabeth Case	\$198.00	Talitha Hays	\$450.00
Kathryn Rodgers	\$198.00	Heather Groves	\$198.00
Elizabeth Karakachos	\$198.00	Courtney Odle	\$66.00
Andrea Wakeland	\$198.00	Stacy Benda	\$198.00

To: Dr Rochelle Clark, Superintendent
From: Deanne Hillman, Interim Director of Human Resources
Date: February 27, 2024
Re: Administrative Recommendation

The following person is recommended for the position of Director of Teaching & Learning at PDI.

Dr Edwin Robinson

Education:

2016	PhD	Educational Leadership, Mississippi State University, Mississippi State, MS
2005	MBA	General Business, Regis University, Denver, CO
2002	MA	Higher Education, University of Mississippi, University, MS
2001	BS	Science Education, Mississippi Valley State University, Itta Bena, MS

Experience:

2021 – present	Principal, Shelby County Schools, Memphis, TN
2016 – 2021	Academic Advisor, Shelby County Schools, Memphis, TN
2015 – 2016	Superintendent, Durant Public School District, Durant, MS
2014 – 2015	Magnet School Project Director, Clarksdale Municipal School District, Clarksdale, MS
2009 – 2014	Principal, Clarksdale Municipal School District, Clarksdale, MS

For payroll purposes only

Effective: March 1, 2024

Pro-rated: Yes X No Step: 16

Base: \$128,443.00
TRS: as allowable

Number of full contract days: 260

Prorated: \$42,484.99
TRS: as allowable

Number of prorated days: 86

Licensure Number: 1258916

Account Number:

Salary approved _____ Date _____

DIRECTOR OF TEACHING & LEARNING CONTRACT
Fiscal Year 2024 (March)-2025

This Contract between the Board of Education of Decatur Public School District No.61, Decatur, Illinois (hereinafter “the Board” or “the District”) and **Edwin Robinson** (hereinafter “the Director of Teaching & Learning”), and ratified at the meeting of the Board held on February 27, 2024, as found in the minutes of that meeting.

IT IS AGREED:

1. Employment. The Director of Teaching & Learning is hereby hired and retained from March 1, 2024 to June 30, 2025, as Director of Teaching & Learning for the District.

2. Duties. The duties and responsibilities of the Director of Teaching & Learning shall be all those duties incident to the office of the Director of Teaching & Learning as set forth in the job description, a copy of which can be found in the employee’s file; those obligations imposed by the law of the State of Illinois upon a Director of Teaching & Learning; and to perform such other duties normally performed by a Director of Teaching & Learning as from time to time may be assigned to the Director of Teaching & Learning by the Superintendent of Schools or the Board. The work day, work year, contract year and holidays and holiday pay for the Director of Teaching & Learning shall be as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (June 13, 2023).

3. Salary. The Board shall set the salary for the Director of Teaching & Learning. For the 2023-2024 year the amount of the Director of Teaching & Learning’s salary shall be set by the Board but shall not be less than **One Hundred Twenty-Eight Thousand Four Hundred Forty-Three and 00/100 (\$128,443.00)** per annum, which annual salary shall be prorated for the period of March 1, 2024 to June 30, 2024 for partial year’s work to the sum of **Forty-Two Thousand Four Hundred Eighty-Four Dollars and 99/100 (\$42,484.99)**. For each subsequent year of the Contract, the Board shall pay an amount to be determined before the beginning of each subsequent Contract year, but in no case shall the salary be less than the amount paid during the previous Contract year. The Director of Teaching & Learning hereby agrees to devote such time, skill, labor and attention to his employment during the term of this Contract, except as otherwise provided in this Contract, and to perform faithfully the duties of Director of Teaching & Learning for the school district and the Board as set forth in this Contract. The annual salary shall be paid in substantially equal installments in accordance with the policy of the Board governing payment of salary to other licensed members of the professional staff. Any adjustment in salary made during the life of this Contract shall be in the form of an approved amendment and shall become a part of this Contract. It is provided, however, that by so doing, it shall not be considered that the Board has entered into a new Contract with the Director of Teaching & Learning, nor that the termination date of this Contract has been in any way extended, unless so stated in the Board motion.

4. Pension. In addition to the salary of the Director of Teaching & Learning as set forth hereinabove in paragraph 3, the Board shall pay 9.8901% of the salary set forth in paragraph 3 (or 9% deducted from the resulting gross. The resulting gross shall be computed by adding the salary in paragraph 3 to 9.8901% of the salary paragraph 3) as an employer paid pension

contribution consistent with the provisions of Internal Revenue Code section 414-h(2) and Tax Opinions 81-35 and 81-36. Such payments shall be consideration for this Contract, shall be creditable earnings for purposes of Teacher Retirement System pension calculations and the Assistant Superintendent did not have the option of choosing to receive such amount directly instead of having such contribution paid by the employer to the Teacher Retirement System of the State of Illinois.

5. Performance Provisions. This Contract is a performance-based, linked to student performance and academic improvement of the schools within District as required by Section 10-23.8a of the Illinois School Code. The Director of Teaching & Learning shall meet the goals enumerated in Appendix A during the term of the Contract. In consideration for performance pursuant to a multi-year agreement, the Director of Teaching & Learning waives acquisition of tenure pursuant to this Contract.

6. Evaluation. Annually, but no later than March 1st of each year, the Superintendent or designee shall review with the Director of Teaching & Learning progress toward established goals and working relationships among the Superintendent, the District leadership team, principals, the faculty, the staff and the community, and shall consider the Director of Teaching & Learning's annual salary for the next subsequent year (if any). A summary of the evaluation will be provided to the Director of Teaching & Learning in writing within 30 days following the evaluation, pursuant to the district's evaluation plan for administrators.

7. License. The Director of Teaching & Learning shall furnish to the Board, during the term of this Contract, a valid and appropriate license to act as Director of Teaching & Learning in accordance with the laws of the State of Illinois and as directed by the Superintendent and Board.

8. Other Work. The Director of Teaching & Learning may undertake consultative work, speaking engagements, writing, lecturing, college or university, and other professional duties and obligations provided that these activities do not interfere with the effective performance of his duties as Director of Teaching & Learning. The Director of Teaching & Learning shall have the responsibility to discuss with the Superintendent or Assistant Superintendent and mutually agree to such outside activity in a timely fashion.

9. Discharge for Good Cause. Throughout the term of this Contract, the Director of Teaching & Learning shall be subject to discharge for good cause provided, however, that the Board shall not arbitrarily or capriciously call for dismissal and that the Director of Teaching & Learning shall have the right to service of written charges, notice of hearing and a hearing before the Board. If the Director of Teaching & Learning chooses to be accompanied by counsel at such a hearing, all such personal expenses shall be paid by the Director of Teaching & Learning. Failure to comply with the terms and conditions of this Contract shall also be sufficient cause for purposes of discharge, as provided in this Contract.

10. Termination by Contract. During the term of this Contract, the Board and Director of Teaching & Learning may mutually agree, in writing, to terminate this Contract.

11. Referrals to Director of Teaching & Learning. The Board, collectively and individually, and the Superintendent shall promptly refer all criticisms, complaints, and suggestions called to its/their attention to the Director of Teaching & Learning for study and recommendation.

12. Professional Activities. The Director of Teaching & Learning shall be encouraged to attend appropriate professional meetings at the local, state, and national levels. Within budget constraints, such costs of attendance shall be paid by the Board upon receipt of a full, itemized account of such costs.

13. Reimbursement for Use of Personal Car. The Board shall pay the Internal Revenue Service rate to the Director of Teaching & Learning for vouchered reimbursable mileage expenses incurred by the Director of Teaching & Learning while using the Director of Teaching & Learning's personal vehicle for the conduct of approved District business. Reimbursement shall be pursuant to the District's policies, rules and regulations.

14. Membership Dues. The Board shall pay the cost of Director of Teaching & Learning's annual membership dues as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (June 13, 2023).

15. Medical Insurance. Director of Teaching & Learning shall be provided with medical insurance and medical insurance options as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (June 13, 2023).

16. Life Insurance. Director of Teaching & Learning shall be provided with life insurance as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (June 13, 2023).

17. Vacation. Director of Teaching & Learning shall be provided with vacation days as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (June 13, 2023).

18. Sick Leave and Personal Leave. Director of Teaching & Learning shall be provided with sick leave and personal leave days as provided in the document entitled Administrator and Administrative Support Staff Compensation and Benefits (June 13, 2023).

19. Disability. Should the Director of Teaching & Learning be unable to perform the duties and obligations of this Contract, by reason of illness, accident or other cause beyond the Director of Teaching & Learning's control and such disability exists after the exhaustion of accumulated leave days and vacation days during any school year, the Board, in its discretion, may make a proportionate deduction from the salary stipulated. If such disability continues for sixty (60) days after the exhaustion of accumulated leave days (including FMLA) and vacation days during any school year, or if such disability is permanent, irreparable or of such nature as to make the performance of the Director of Teaching & Learning's duties impossible, the Board, at its option, may terminate this Contract, whereupon the respective duties, rights and obligations of the

parties shall terminate. The Director of Teaching & Learning shall provide medical evidence of his ability to perform the essential functions of his job to the Board President upon request.

20. Criminal Records Check. Pursuant to 105 ILCS 5/10-21.9, Boards of Education are prohibited from knowingly employing a person who has been convicted of committing or attempting to commit the named crimes therein. If the fingerprint-based criminal records check required by Illinois law is not completed at the time this Contract is signed, and any subsequent investigation or report reveals there has been such a conviction, this Contract shall immediately become null and void.

21. Employment History Review. Pursuant to 105 ILCS 5/22-94, the Director of Teaching & Learning shall submit to an employee history review, and shall execute and deliver to the Board of Education all necessary consent and forms necessary to accomplish such task. If the Director of Teaching & Learning fails to disclose necessary information, fails to complete and deliver appropriate forms upon demand, or if a subsequent employment history review reveals there has been a report or investigation that did not result in an unfounded or fabricated result, this Contract shall immediately become null and void.

22. Notice. Any notice required under this Contract shall be in writing and shall become effective on the day of mailing thereof by first class, registered or certified mail, postage prepaid, addressed:

To the Board:
President, Board of Education
Decatur School District No. 61
Keil Administrative Center
101 W. Cerro Gordo Street
Decatur, Illinois 62523

To the Director of Teaching & Learning:
Edwin Robinson
(address on file)

23. Headings. Paragraph headings and numbers have been inserted for convenience or reference only, and if there shall be any conflict between any such headings or numbers and the text of this Contract, the text shall control.

24. Contract Extension. At the end of any year of this Contract, the Board and Director of Teaching & Learning may mutually agree to extend the employment of the Director of Teaching & Learning for a multi-year period of up to five (5) years. In such event, the Board shall take specific action to discontinue this Contract and enter into a multi-year Contract of Employment as allowed by law. Notwithstanding the foregoing, prior to April 1 of the year in which this Contract expires, the Board shall take action to extend or not to extend the terms of this Contract for one additional year, and shall notify the Director of Teaching & Learning in writing of such action. Failure of the Board to take such action shall extend this Contract for one (1) additional year.

25. Copies of Contract. This Contract may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

26. Severability. It is understood and agreed by the parties that if any part, term, or provision of this Contract is held by the courts to be illegal or in conflict with any law of the State of Illinois, the validity of remaining portions or provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Contract did not contain the particular part, term, or provision held to be invalid.

27. Jurisdiction. This Contract has been executed in the State of Illinois, and shall be governed in accordance with the laws of the State of Illinois in every respect.

28. Complete Understanding. This Contract contains all the terms agreed upon by the parties with respect to the subject matter of this Contract and supersedes all prior agreements, arrangements, and communications between the parties, whether oral or written.

29. Relevant Law. This Contract is authorized under the provisions of Illinois law.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names; and in the case of the Board, by its President and attested to by its Secretary, on the day and year first above written.

Director of Teaching & Learning

Board of Education
Decatur Public School District No.61

By: _____
President

ATTEST:

Secretary

Exhibit A
Performance Goals & Indicators



Board of Education Decatur Public School District #61

Date: February 27, 2024	Subject: Family Leadership Inc: Parent Engagement Programs
Initiated By: Mary Brady, P-12 Director of Teaching & Learning; Dr. Mary Ann Scholz, Assistant Director of Finance, Grants, & Special Projects	Attachments: Contract Proposal
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

Family engagement is vitally important to measurably improve student success Focusing on three critical outcomes, academic improvement in areas such as reading levels, college/career readiness, and grades; building the capacity of parents for positive school engagement through top-level professional development for parents and other leaders; and developing a thriving home learning environment.

Through an ongoing and systematic training of parents as partners, graduates of Family Leadership workshops enhance the district's capacity for powerful family engagement. Family Leadership family engagement program includes Parenting Partners (6 sessions), Calm and Kind Family (4 sessions), and Family Meals (3 sessions). PRO series is accelerated Professional Learning for staff and parent leaders – taking them to the next level of proficiency in facilitating workshops and building strengths.

CURRENT CONSIDERATIONS:

Building level teams will be offered in-person training on how to deliver highly engaging workshops for parents equally virtually or in-person. In order to successfully organize and facilitate Parent Engagement Workshops in order to build systematic, sustainable family-school partnerships. The contract is for all schools receiving Title I funding.

FINANCIAL CONSIDERATIONS:

The Family Leadership Inc contract includes facilitator manuals; parent workbooks and handouts; and marketing and logistics manual all in English and Spanish; participant manuals for ProSeries choice; and school site resources. The total cost of the Parent Engagement Programs Contract is \$70,000 and will be paid with Title I funds.

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve the Parent Engagement Programs contract with Family Leadership, Inc as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____



Family Leadership Inc: Parent Engagement Programs

2490 W. Shaw Avenue, Suite 200, Fresno, CA 93711

Phone: 559-222-2300 Email: chris@familyleadership.org

Contact Person: Chris Sheppard, Partnership Success Manager

Federal ID#: 770537759

Decatur Public School District #61 - Contract Proposal

Training and Support

Training and Certification of Volunteer Presentation Team

(*Presentation Teams may include up to 6 team members for training)

Each certified Family Leadership Presentation Team member will be able to:

Deliver Highly Engaging Workshops for Parents equally effectively Virtually or In-person

Successfully organize and facilitate *Parent Engagement Workshops* of Choice:

***Parenting Partners* (6 sessions); *Calm and Kind Family* (4 sessions) *Family Meals* (3 sessions)**

Work effectively in a multi-lingual setting

Recruit and retain parents for classes

Build Systemic, Sustainable Family-School Partnerships

Includes Family Leadership Professional Development PRO series of choice:

How to Run Successful Parent Leadership Workshops + ProLeadership or Pro Strengths

Ongoing Site Team Contact & Support

Contact with district staff, principal & team leaders, Emails,

Phone calls, Web Meetings, Best Practice In-services, etc.

Monthly Pro Webinar Series

Post Questionnaires and Evaluation Reports

SUBTOTAL for Training and Support: \$22,700

Comprehensive Materials

Materials

Each Team receives (for each FL workshop series*):

*** *Parenting Partners*, *Family Meals* and/or *Calm and Kind***

Facilitator Manuals; English and/or Spanish

Parent Workbooks and Handouts; English/Spanish

Marketing and Logistics Manual; English & Spanish

Participant Manuals for ProSeries of choice:

How to Run Successful Parent Leadership Workshops; plus Pro Leadership or Pro Strengths

Trainers Tool Kit (School Site Resources):

Workshop Supplies (for in-person and/or virtual implementation for each chosen series)

Power Point (English and Spanish workshops)

Custom logos, flyers, Marketing Resources, additional handouts, etc.

Videos for Short Illustrations

Professional Development Resources for Staff Presentations

Parent Workbooks - for all chosen Workshop Series (*Parenting Partners*, *Family Meals*, etc) in English/Spanish

SUBTOTAL for Materials: \$47,300

TOTAL: \$70,000

Alejandro Vidal

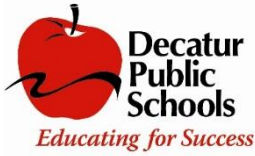
Signature Date 2/13/2024

Director, Family School Partnerships

Title

Signature Date 2/13/2024

Title



Board of Education Decatur Public School District #61

Date: February 27, 2024	Subject: Two (2) Resolutions Authorizing Reduction of Responsibilities of Decatur Public School District 61 Employees
Initiated By: Deanne Hillman, Interim Director of Human Resources	Attachments: Two (2) Resolutions
Reviewed By: Dr. Rochelle Clark, Superintendent	

BACKGROUND INFORMATION:

Annually, the District makes recommendations to the Board of Education requesting the release of a specific employee and reduction of force of specific employees.

CURRENT CONSIDERATIONS:

The District proposes:

- The honorable reduction of one (1) Educational Support Personnel responsibilities.
- The honorable reduction of seventeen (17) Educational Support Personnel responsibilities.

FINANCIAL CONSIDERATIONS:

N/A

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education adopt these Two (2) Resolutions Authorizing Reduction of Responsibilities of Decatur Public School District 61 Employees as presented.

RECOMMENDED ACTION:

- ☒ Approval
☐ Information
☐ Discussion

BOARD ACTION: _____

**RESOLUTION REFERENCE HONORABLE REDUCTION IN
EDUCATIONAL SUPPORT PERSONNEL RESPONSIBILITIES**

WHEREAS, the Board of Education of Decatur Public School District No. 61 has requested and has received and considered recommendations from members of the District's administrative staff regarding educational support personnel staffing for the 2024-2025 school year; and

WHEREAS, the recommendations of the administration establish that there should be a reduction in the assignments and duties of one (1) educational support employee for the 2024-2025 school year and an attendant adjustment in the status of the employment of certain educational support personnel, all being a result of sound educational and financial planning; and

WHEREAS, the Board of Education finds and determines that, as a result of sound educational and financial planning it is in the best interests of the District to accept the administrative recommendations heretofore made and thereby honorably reduce one (1) eight (8) hours per day educational support personnel employee's position to a six and one-half (6.5) hours per day position as of the last scheduled work day for said position for the 2023-2024 school year;

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED by the Board of Education of Decatur Public School District No. 61 as follows:

Section 1. The Board hereby finds that all of the recitals contained in the preambles to this Resolution are full, true and correct and does incorporate them into this Resolution by this reference.

Section 2. That one (1) eight (8) hours per day educational support personnel employee's position is hereby honorably reduced to a six and one-half (6.5) hours per day educational support personnel position, so that ANTOINE DAWSON will become a six and one-

half (6.5) hours per day employee effective as of the last scheduled work day for said position for the 2023-2024 school year.

Section 3. That as a result of the honorable reduction of said position, ANTOINE DAWSON is hereby honorably reduced to a six and one-half (6.5) hours per day educational support personnel employee in and for this District; said honorable reduction to be effective as of the last scheduled work day for said position for the 2023-2024 school year.

Section 4. That for the school year 2024-2025, ANTOINE DAWSON shall be paid wages consistent with the pay of other educational support employees of like rank and responsibility and hours.

Section 5. That the honorable reduction of ANTOINE DAWSON will in no way affect his rights and status as educational support personnel employee in and for Decatur Public School District No. 61.

Section 6. The Superintendent is hereby directed and authorized to prepare a written notice of honorable reduction 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 mail said notice to ANTOINE DAWSON by regular mail and to additionally deliver to ANTOINE DAWSON said notice by either one of the following methods:

1. By personally serving said notice on the above-referenced employee and receiving a receipt for such notice signed by the employee, so that the said ANTOINE DAWSON receives said notice at least thirty (30) days before the last scheduled work day for said position for the 2023-2024 school year, or

2. By sending to the above-referenced employee a copy of said written notice by certified mail, return receipt requested, so that the said ANTOINE DAWSON receives said notice

at least thirty (30) days before the last scheduled work day for said position for the 2023-2024 school year.

The Superintendent is further hereby directed and authorized to send said notice to the employee's bargaining unit representative by certified mail, return receipt requested.

Section 7. This Resolution shall be in full force effect forthwith upon its adoption.

ADOPTED this 27th day of February, 2024, by the following roll-call vote:

AYES: _____

NAYS: _____

ABSENT: _____

President, Board of Education

Secretary, Board of Education

CERTIFICATION

I, _____, Secretary of the Board of Education of Decatur Public School District No. 61, do hereby certify that the foregoing Resolution was adopted at a regular meeting of the Board of Education on February 27, 2024, by the following roll-call vote:

AYES: _____

NAYS: _____

ABSENT: _____,

and that the motion was duly declared carried by the President of the Board.

Dated this ____ day of _____, 2024.

Secretary, Board of Education

**RESOLUTION REFERENCE HONORABLE REDUCTION IN
EDUCATIONAL SUPPORT PERSONNEL RESPONSIBILITIES**

WHEREAS, the Board of Education of Decatur Public School District No. 61 has requested and has received and considered recommendations from members of the District's administrative staff regarding educational support personnel staffing for the 2024-2025 school year; and

WHEREAS, the recommendations of the administration establish that there should be a reduction in the assignments and duties of seventeen (17) educational support employees for the 2024-2025 school year and an attendant adjustment in the status of the employment of certain educational support personnel, all being a result of sound educational and financial planning; and

WHEREAS, the Board of Education finds and determines that, as a result of sound educational and financial planning it is in the best interests of the District to accept the administrative recommendations heretofore made and thereby honorably reduce seventeen (17) two hundred twenty (220) days per year educational support personnel employees' positions to two hundred (200) days per year positions as of the last scheduled work day for said positions for the 2023-2024 school year;

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED by the Board of Education of Decatur Public School District No. 61 as follows:

Section 1. The Board hereby finds that all of the recitals contained in the preambles to this Resolution are full, true and correct and does incorporate them into this Resolution by this reference.

Section 2. That seventeen (17) two hundred twenty (220) days per year educational support personnel employees' positions are hereby honorably reduced to two hundred (200) days per year educational support personnel positions, so that TIMOTHY SHELLEY, REBECCA

ERBE, JESSICA HERBERT, CHARLES JONES, AMY WAGERS, ELIZABETH BROOKS, TERISE BRYSON, THURSTON WIGGINS, MEGAN FONNER, YOLANDA MABRY, JEREMY ROBINSON, BRYCE LYN, MADISEN PARKS, JADAWN BRYANT, TRACEY WICKLINE, ZACARY BRIGGS, and ABBY MINICK will become two hundred (200) days per year employees effective as of the last scheduled work day for said positions for the 2023-2024 school year.

Section 3. That as a result of the honorable reduction of said positions, TIMOTHY SHELLEY, REBECCA ERBE, JESSICA HERBERT, CHARLES JONES, AMY WAGERS, ELIZABETH BROOKS, TERISE BRYSON, THURSTON WIGGINS, MEGAN FONNER, YOLANDA MABRY, JEREMY ROBINSON, BRYCE LYN, MADISEN PARKS, JADAWN BRYANT, TRACEY WICKLINE, ZACARY BRIGGS, and ABBY MINICK are hereby honorably reduced to two hundred (200) days per year educational support personnel employees in and for this District; said honorable reductions to be effective as of the last scheduled work day for said positions for the 2023-2024 school year.

Section 4. That for the school year 2024-2025, TIMOTHY SHELLEY, REBECCA ERBE, JESSICA HERBERT, CHARLES JONES, AMY WAGERS, ELIZABETH BROOKS, TERISE BRYSON, THURSTON WIGGINS, MEGAN FONNER, YOLANDA MABRY, JEREMY ROBINSON, BRYCE LYN, MADISEN PARKS, JADAWN BRYANT, TRACEY WICKLINE, ZACARY BRIGGS, and ABBY MINICK shall be paid wages consistent with the pay of other educational support employees of like rank and responsibility and hours.

Section 5. That the honorable reduction of TIMOTHY SHELLEY, REBECCA ERBE, JESSICA HERBERT, CHARLES JONES, AMY WAGERS, ELIZABETH BROOKS, TERISE BRYSON, THURSTON WIGGINS, MEGAN FONNER, YOLANDA MABRY, JEREMY

ROBINSON, BRYCE LYN, MADISEN PARKS, JADAWN BRYANT, TRACEY WICKLINE, ZACARY BRIGGS, and ABBY MINICK will in no way affect his/her rights and status as educational support personnel employees in and for Decatur Public School District No. 61.

Section 6. The Superintendent is hereby directed and authorized to prepare a written notice of honorable reduction 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 mail said notice to TIMOTHY SHELLEY, REBECCA ERBE, JESSICA HERBERT, CHARLES JONES, AMY WAGERS, ELIZABETH BROOKS, TERISE BRYSON, THURSTON WIGGINS, MEGAN FONNER, YOLANDA MABRY, JEREMY ROBINSON, BRYCE LYN, MADISEN PARKS, JADAWN BRYANT, TRACEY WICKLINE, ZACARY BRIGGS, and ABBY MINICK by regular mail and to additionally deliver to TIMOTHY SHELLEY, REBECCA ERBE, JESSICA HERBERT, CHARLES JONES, AMY WAGERS, ELIZABETH BROOKS, TERISE BRYSON, THURSTON WIGGINS, MEGAN FONNER, YOLANDA MABRY, JEREMY ROBINSON, BRYCE LYN, MADISEN PARKS, JADAWN BRYANT, TRACEY WICKLINE, ZACARY BRIGGS, and ABBY MINICK said notice by either one of the following methods:

1. By personally serving said notice on the above-referenced employees and receiving receipts for such notices signed by the employees, so that the said TIMOTHY SHELLEY, REBECCA ERBE, JESSICA HERBERT, CHARLES JONES, AMY WAGERS, ELIZABETH BROOKS, TERISE BRYSON, THURSTON WIGGINS, MEGAN FONNER, YOLANDA MABRY, JEREMY ROBINSON, BRYCE LYN, MADISEN PARKS, JADAWN BRYANT, TRACEY WICKLINE, ZACARY BRIGGS, and ABBY MINICK receive said notices at least

thirty (30) days before the last scheduled work day for said positions for the 2023-2024 school year, or

2. By sending to the above-referenced employees a copy of said written notice by certified mail, return receipt requested, so that the said TIMOTHY SHELLEY, REBECCA ERBE, JESSICA HERBERT, CHARLES JONES, AMY WAGERS, ELIZABETH BROOKS, TERISE BRYSON, THURSTON WIGGINS, MEGAN FONNER, YOLANDA MABRY, JEREMY ROBINSON, BRYCE LYN, MADISEN PARKS, JADAWN BRYANT, TRACEY WICKLINE, ZACARY BRIGGS, and ABBY MINICK receive said notices at least thirty (30) days before the last scheduled work day for said positions for the 2023-2024 school year.

Section 7. This Resolution shall be in full force effect forthwith upon its adoption.

ADOPTED this 27th day of February, 2024, by the following roll-call vote:

AYES: _____

NAYS: _____

ABSENT: _____

President, Board of Education

Secretary, Board of Education

CERTIFICATION

I, _____, Secretary of the Board of Education of Decatur Public School District No. 61, do hereby certify that the foregoing Resolution was adopted at a regular meeting of the Board of Education on February 27, 2024, by the following roll-call vote:

AYES: _____

NAYS: _____

ABSENT: _____,

and that the motion was duly declared carried by the President of the Board.

Dated this ____ day of _____, 2024.

Secretary, Board of Education



Diversity & Inclusion Important Dates

March 2024

March is: Ramadan* (March 22-April 8), Women's History Month

Friday the 1st
Friday the 8th
Sunday the 10th
Sunday the 10th
Sunday the 17th
Thursday the 21st
Thursday the 21st

Sunday the 24th
Monday the 25th
Sunday the 31st
Sunday the 31st

Employee Appreciation Day
International Women's Day
Ramadan Begins*
Harriet Tubman's Birthday
St. Patrick's Day
World Down Syndrome Day
International Day for the
Elimination of Racial Discrimination
Purim*
Holi
César Chávez Day
Easter



INTERNATIONAL
**WOMEN'S
DAY** | MARCH 2 - 8



*begins at sundown the evening before