

# Proviso Township High Schools Board of Education Special Meeting

Tuesday, July 19, 2022

5:00 PM

Proviso Math & Science Academy Auditorium and Board Room  
8601 W Roosevelt Road  
Forest Park, IL 60130

## AGENDA

### BOARD OF EDUCATION MEMBER OATH OF OFFICE

**I, do solemnly swear** that I will faithfully discharge the duties of the office of member of the Board of Education of Proviso Township High Schools District 209, in accordance with the Constitution of the United States, the Constitution of the State of Illinois, and the laws of the State of Illinois, to the best of my ability.

**I further swear** that:

**I shall respect** taxpayer interests by serving as a faithful protector of the School District's assets;

**I shall encourage** and respect the free expression of opinion by my fellow Board members and others who seek a hearing before the Board, while respecting the privacy of students and employees;

**I shall recognize** that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public Board meeting;

**I shall abide** by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels.

**As part of the Board of Education**, I shall accept the responsibility for my role in the equitable and quality education of every student in the School District;

**I shall foster** with the Board extensive participation of the community, formulate goals, define outcomes, and set the course for Proviso Township High Schools District 209;

**I shall assist** in establishing a structure and an environment designed to ensure all students have the opportunity to attain their maximum potential through a sound organizational framework;

**I shall strive** to ensure a continuous assessment of student achievement and all conditions affecting the education of our children, in compliance with State law;

**I shall serve** as education's key advocate on behalf of students and our community's school (or schools) to advance the vision for Proviso Township High Schools District 209; and

**I shall strive** to work together with the District Superintendent to lead the School District toward fulfilling the vision the Board has created, fostering excellence for every student in the areas of academic skills, knowledge, citizenship, and personal development.

### OPEN SESSION 5:00 PM

1. Call to Order
2. Establish Quorum
3. Pledge of Allegiance
4. Consent Agenda
  - A. Press Policy - Nepotism - **Action Item**

## **Action Item**

**Subject:**

Policy Manual Updates

**Administration's Analysis:**

The Board of Education contracted with the Illinois Association of School Boards (IASB) to develop its policy manual. Included in the services provided by IASB are periodic updates for the boards to consider that include all pertinent changes in the law, etc. This service allows the District's policies to stay current. Once the changes are adopted, IASB will forward new copies of the policy manual to the District. An updated electronic version will also be posted. Additional policy updates are also brought forth by the Board or recommended by the administration.

The following policy is presented for **approval on first reading**:

5:32            Nepotism

**Superintendent's Recommendation:**

The Board of Education of Proviso Township High Schools District 209 accepts the Superintendent's recommendation to approve on first reading the Policy Manual Updates as noted.

## 5:32 Nepotism

The Board of Education recognizes that the administrative team is responsible for recruiting and finding the best candidates for employment based upon established hiring processes. The Board of Education believes that it is necessary and in the best interests of the District to eliminate the following with respect to hiring: (1) the possibility of actual or potential conflicts of interest, (2) the appearance of impropriety, or (3) the conduct of any person with authority or influence unduly determining the selection of candidates to favor familial relatives in hiring. At all times, all individuals involved in the hiring process should be sensitive to the possibility of the perception of favoritism or abuse of power in hiring due to relationships between an employee and the candidate, including family relationships, friendships, or business-professional relationships.

For purposes of this policy, the following definitions shall be considered an "Interested Relationship":

Familial: Grandfather, grandmother, father, mother, son, daughter, brother, sister, spouse or domestic partner, niece, nephew, and cousin including all associated in-law and step relationships for these categories.

Business-Professional: Any such person with whom ~~the Board or the~~ an Administration member **as described herein** has currently or has had within the previous 24 months a relationship where non-de minimus value (monetary or other consideration) has exchanged hands between ~~the Board or the~~ an Administration member **as described herein** and the job candidate including the exchange of value with any organization in which the candidate plays a role of influence. For the purposes of this policy, any item of value permitted to be exchanged pursuant to the State Officials Employee Ethics Act and/or Board Policy 2:105 shall be considered of de minimus value. In addition, this definition does not include relationships where value was exchanged between an organization for whom any administrator or job candidate was formerly employed.

No person with an Interested Relationship with ~~any member of the Board of Education,~~ the Superintendent or a District-level administrator shall be eligible for employment in the District. Any employee who was hired prior to the adoption of this policy or who did not have an Interested Relationship at the time of hire shall be permitted to continue in employment with the District provided that the employee maintains continuous, uninterrupted employment with the District which includes extra-duty positions which may be required to be posted annually. ~~In a case where a Board member has an Interested Relationship with an individual already employed by the District, the Board member shall publicly disclose the nature and extent of the relationship prior to any deliberations regarding the relative. The Board member shall recuse himself or herself from any deliberations or voting on any matter related to the employee's wages, benefits, hours, terms and conditions of employment, including a collective bargaining agreement which applies to the employee.~~

No District employee may participate in the hiring, supervision, review, recommendation,

and/or decision-making in any matter concerning salary, promotion, demotion, discipline, transfer, lay-off, recall evaluation, discharge, or determining work duties or assignments with an individual with whom there is an Interested Relationship. Any individual with an Interested Relationship with any administrator at the building level shall not be employed for any position at, or later assigned to, the building of that administrator with supervisory responsibilities. If an Interested Relationship is created after the placement of the employee, said employee may be transferred provided it is permissible under any collective bargaining agreement regarding said employee. Board Members, the Superintendent and District administration excepted, this policy shall not apply to the employment of part-time and temporary non-licensed support staff or to substitute teachers (i.e., less than 120 days in a school year.) The prohibitions in the preceding paragraph regarding prohibited participation in personnel functions with family members, however, shall apply.



## **Action Item**

**Subject:** Athletic equipment disposal "shooting machine"

**Background:** During routine discussion around inspecting and utilizing athletic equipment at Proviso East it was noted that the shooting equipment was identified as reached it useful life per the manufacture representative Kaleb Brown at kaleb@shootaway.com

**Administration's Analysis:**

Proviso East Athletic Director considered repairing the equipment, however, per shootaway's email the equipment life span was 7 to 12 years with standard usage. The existing shooting machine was purchased during the 2006 school year identifying the equipment age of 16 years.

**Implementation or Assessment Plan:**

If the Superintendent's recommendation approved the will be posted on the Public Surplus website an award the items to the highest bidders. The next step would include establishing a time and date for the furniture pick.

**Statute, Administrative Policy or Board Rules Statement:**

Disposition

The Superintendent or designee shall notify the Board, as necessary, of the following so that the Board may consider its disposition: (1) District personal property (property other than buildings and land) that is no longer needed for the school purposes, and (2) school site, building, or other real estate that is unnecessary, unsuitable or inconvenient. Notwithstanding the above, the Superintendent or designee may unilaterally dispose of personal property of a diminutive value. The Superintendent shall establish procedures for the disposition of property acquired by the District under grants awards that comply with federal and State law.

That the Board of Education of Proviso Township High Schools District 209 accepts the Superintendent's recommendation to dispose of the dated athletic equipment "shooting machine" located at Proviso East High School.

**Superintendent's Recommendation:**

That the Board of Education of Proviso Township High Schools District 209 accepts the Superintendent's recommendation to dispose of the awarding of the bid packages, in the amounts shown.

kaleb@shootaway.com

To: Calvin Davis

Mon 6/27/2022 8:26AM

Shoot-A-Way Warranty.pdf

118KB

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Good Morning,

The life span of our "Guns" is 7-12 years. With your last "Gun" being purchased in 2006 they are in fact outdated. I have attached our warranty agreement as well. If you need anything else please let me know. Have a blessed dayt

Kaleb Brown

Shoot - A-Way (The Gun)

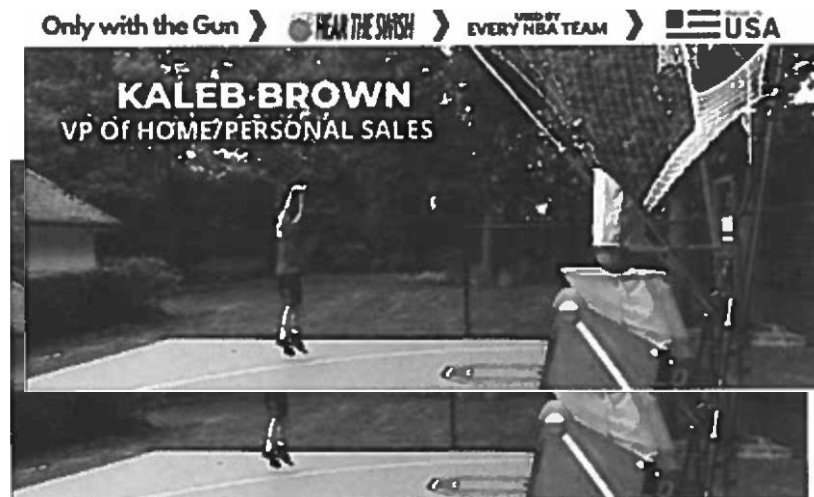
3305 CH 47

Upper Sandusky Ohio 43351

1800 294 - 4654

Serial Number - 044555

Model Number 7151





## **ACTION ITEM – PERSONNEL REPORT**

Below you will find a list of recommended candidates that must be approved by the BOE before a contract or official agreement is legally binding.

### **July 19, 2022 – Personnel Report**

#### **I. Other Employment**

##### **A. Proviso East – Summer School**

<b>1. McCormick, Tracy</b>	<b>Session 1 – Physical education</b>	<b>\$2,500.00</b>
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#### **II. Proviso East – Fall Sports**

<b>1. Benion, Devaughn</b>	<b>Girls Cross Country</b>	<b>\$5,650.10</b>
<b>2. Davis, Mike</b>	<b>Girls Cross Country Assistant Coach</b>	<b>\$4,745.63</b>
<b>3. Ford, Willard</b>	<b>Girls Volleyball Assistant Coach</b>	<b>\$5,251.84</b>
<b>4. Gibfried, Johnathan</b>	<b>Boys Golf Head Coach</b>	<b>\$4,829.47</b>
<b>5. Gonzalez, Antonio</b>	<b>Boys Soccer Head Coach</b>	<b>\$5,614.47</b>
<b>6. Greenhow, Antony</b>	<b>Football Assistant Coach</b>	<b>\$6,170.99</b>
<b>7. Horton, Earnest</b>	<b>Girls Volleyball Head Coach</b>	<b>\$5,650.10</b>
<b>8. Jenkins, Tiffany</b>	<b>Girls Volleyball Assistant Coach</b>	<b>\$5,251.84</b>
<b>9. Jenkins, Joshua</b>	<b>Football Assistant Coach</b>	<b>\$6,170.99</b>
<b>10. Johnson, Diana</b>	<b>Football Assistant Coach</b>	<b>\$6,170.99</b>
<b>11. Jones, Marc</b>	<b>Boys Cross Country Head Coach</b>	<b>\$5,650.10</b>
<b>12. Koczor, Amy</b>	<b>Girls Volleyball Assistant Coach</b>	<b>\$5,251.84</b>
<b>13. Lopez, Miguel</b>	<b>Boys Tennis Assistant Coach</b>	<b>\$5,254.99</b>
<b>14. McGrew, Andre</b>	<b>Boys Cross Country Head Coach</b>	<b>\$4,745.63</b>
<b>15. Palaguachi, Michael</b>	<b>Foot Assistant Coach</b>	<b>\$6,170.99</b>
<b>16. Patterson, Carlos</b>	<b>Football Assistant Coach</b>	<b>\$6,170.99</b>
<b>17. Peppers, Aaron</b>	<b>Football Head Coach</b>	<b>\$8,119.34</b>
<b>18. Perez, Titus</b>	<b>Football Assistant Coach</b>	<b>\$6,170.99</b>
<b>19. Radecki, Joseph</b>	<b>Boys Soccer Assistant Coach</b>	<b>\$4,970.96</b>
<b>20. Spivery, Jawon</b>	<b>Football Assistant Coach</b>	<b>\$6,170.99</b>
<b>21. Upchurch, Derrick</b>	<b>Football Assistant Coach</b>	<b>\$6,170.99</b>

#### **III. Proviso East – Winter Sports**

1. Baker, Eddie	Wrestling Head Coach	\$7,926.50
2. Beasley, Quinton	Boys Basketball Assistant Coach	\$6,170.99
3. Boyce, Donnie	Boys Basketball Head Coach	\$8,119.34
4. Ford, Willard	Boys Basketball Assistant Coach	\$6,170.99
5. Gaddis, Antonio	Girls Basketball Assistant Coach	\$6,170.99
6. Pridgeon, Ezra	Girls Basketball Head Coach	\$8119.34
7. Robinson, Armoney	Girls Basketball Assistant Coach	\$6,170.99
8. Robinson, D'Brian	Boys Basketball Assistant Coach	\$6,170.99
9. Salley, Tyrone	Wrestling Assistant Coach	\$6,041.03
10. Smith, Terrence	Girls Basketball Assistant Coach	\$6,170.99
11. Swinney, Javon	Boys Basketball Assistant Coach	\$6,170.99
12. Thomas, Latoya	Girls Basketball Assistant Coach	\$6,170.99

**IV. Proviso East – Spring Sports**

1. Archer, Warren	Girls Assistant Track Coach	\$6,993.72
2. Benion, Devaughn	Girls Track Head Coach	\$7,770.34
3. Clanton, Jamar	Baseball Assistant Coach	\$6,733.80
4. Davis, Mike	Girls Cross Country Assistant Coach	\$4,745.63
5. Ford, Willard	Boys Volleyball Assistant Coach	\$5,551.84
6. Gaddis, Antonio	Softball Assistant Coach	\$5,938.32
7. Gautschy, JoDonna	Boys Volleyball Head Coach	\$5,560.10
8. George, Raleigh	Baseball Assistant Coach	\$6,733.80
9. Hill, Daphne	Girls Soccer Head Coach	\$5,614.00
10. Jones, Marc	Boys Track Head Coach	\$7,770.34
11. Koczor, Amy	Softball Assistant Coach	\$5,938.32
12. Korntheuer, John	Boys Tennis Head Coach	\$5,650.10
13. Lopez, Miguel	Boys Tennis Assistant Coach	\$5,254.99
14. McGrew, Andre	Boys Assistant Track Coach	\$6,993.72
15. Norman, Christopher	Boys Assistant Track Coach	\$6,993.72
16. Peppers, Aaron	Boys Assistant Track Coach	\$6,993.72
17. Pijut, Dale	Girls Soccer Assistant Coach	\$4,970.96
18. Pridgeon, Ezra	Softball Head Coach	\$6,673.01
19. Upchurch, Derrick	Boys Assistant Track Coach	\$6,993.72
20. Wadley, Talise	Girls Assistant Track Coach	\$6,993.72
21. Willis, Keya	Girls Assistant Track Coach	\$6,993.72
22. Woodard, Michael	Baseball Head Coach	\$7,742.04

**V. PROVISO WEST – Fall Sports**

1. Akui, Jahwan	Football Assistant Coach	\$6,170.99
2. Bey-Pugh, Alice	Girls Swimming Head Coach	\$5,614.47
3. Bleacher, Robert	Boys Soccer Assistant Coach	\$4,970.96
4. Brazier, Michael	Girls Cross Country Head Coach	\$5,650.10
5. Castillo, Sergio	Boys Soccer Assistant Coach	\$4,970.96
6. Dubois, Victor	Boys Cross Country Asst Coach	\$4,745.63
7. Elisco, Ryan	Boys Golf Assistant Coach	\$4,109.45
8. Harrington, Tamika	Girls Cross Country Asst Coach	\$4,745.63
9. Hart, David	Football Assistant Coach	\$6,170.99
10. Hawkins, Gregory	Football Assistant Coach	\$6,170.99
11. Lagrassa, Frank	Girls Tennis Assistant Coach	\$0.00
12. McNally, Shane	Football Assistant Coach	\$6,170.99
13. Medina, Diana	Girls Volleyball Head Coach	\$5,650.10
14. Nyquist, Rex	Girls Tennis Head Coach	\$5,650.10
15. Orbell, Matt	Football Assistant Coach	\$6,170.99
16. Reed, Jerome	Football Assistant Coach	\$6,170.99
17. Shelby, Julius	Football Assistant Coach	\$6,170.99
18. Smith, Adam	Football Assistant Coach	\$6,170.99
19. Stallings, Allen	Football Assistant Coach	\$6,170.99
20. Stepter, Lavar	Football Assistant Coach	\$6,170.99
21. Stubstad, Victor	Boys Golf Head Coach	\$4,829.47
22. Teague, Michelle	Boys Cross Country Head Coach	\$5,650.10
23. Valente, Tony	Boys Soccer Assistant Coach	\$4,970.96
24. Villanueva, Carlos	Boys Soccer Head Coach	\$5,614.47
25. Ware, Scottie	Football Head Coach	\$8,119.34
26. Weston, Terry	Football Assistant Coach	\$6,170.99
27. Williams, Brian	Girls Swimming Assistant Coach	\$4,970.96

**VI. PROVISO WEST – Winter Sports**

1. Akui, Jahwan	Wrestling Head Coach	\$7,926.50
2. Ballard, Joe	Boys Basketball Assistant Coach	\$6,170.99
3. Cannon, Terriel	Girls Basketball Head Coach	\$8,119.34
4. Castleberry, Janeir	Wrestling Assistant Coach	\$6,041.03
5. Dubois, Victor	Girls Track Head Coach	\$7,770.34

6. Hightower, Justin	Boys Basketball Assistant Coach	\$6,170.99
7. Johnson, Ashley	Girls Basketball Assistant Coach	\$6,170.99
8. Kelly, Dwon	Boys Basketball Head Coach	\$8,119.34
9. Robertson, Lauren	Girls Basketball Assistant Coach	\$6,170.99
10. Robinson, Dennis	Girls Track Assistant Coach	\$6,993.72
11. Smith-Adam, Calencia	Girls Track Assistant Coach	\$6,993.72
12. Smith, Adam	Boys Basketball Assistant Coach	\$6,170.99
13. Stallings, Allen	Wrestling Assistant Coach	\$6,041.03
14. Stepter, Lavar	Boys Basketball Assistant Coach	\$6,170.99
15. Teague, Michelle	Girls Track Assistant Coach	\$6,993.72
16. Williams, Johnny	Girls Basketball Assistant Coach	\$6,170.99
17. Williams, Naquita	Wrestling Assistant Coach	\$6,041.03

## VII. PROVISIO WEST – Spring Sports

1. Andrews, Stephanie	Softball Assistant Coach	\$5,938.32
2. Bey-Pugh, Alice	Boys Swimming Assistant Coach	\$4,970.96
3. Bleacher, Robert	Girls Soccer Assistant Coach	\$4,970.96
4. Biniewicz, Daniel	Softball Assistant Coach	\$5,938.32
5. Boatright, Thomas	Boys Track Assistant Coach	\$6,993.72
6. Cannon, Terriel	Softball Head Coach	\$6,673.01
7. Castillo, Sergio	Girls Soccer Assistant Coach	\$4,970.96
8. Cox, Travis	Baseball Head Coach	\$7,742.04
9. Estremera, Lennin	Baseball Assistant Coach	\$6,733.80
10. George, Regina	Boys Track Assistant Coach	\$6,993.72
11. Jenkins, Johnny	Boys Track Head Coach	\$7,770.34
12. Lagrassa, Frank	Boys Tennis Assistant Coach	\$0.00
13. Medina, Diana	Boys Volleyball Head Coach	\$5,650.10
14. Moody, Gerrand	Boys Track Assistant Coach	\$6,993.72
15. Nyquist, Rex	Boys Tennis Head Coach	\$5,650.10
16. Radecki, Joseph	Softball Assistant Coach	\$5,938.32
17. Riley, Malik	Boys Track Assistant Coach	\$6,993.72
18. Rodgers, David	Boys Track Assistant Coach	\$6,993.72
19. Santacruz, Reuben	Baseball Assistant Coach	\$6,733.80
20. Schmidt, Mark	Baseball Assistant Coach	\$6,733.80
21. Valente, Tony	Girls Soccer Assistant Coach	\$4,970.96
22. Villanueva, Carlos	Girls Soccer Head Coach	\$5,614.57
23. Williams, Brian	Boys Swimming Head Coach	\$5,603.99

5. Adjourn