

**Richland County Community Unit School District No.1
Board of Education**

**Special Meeting
Monday, May 2, 2016
Unit Office Board Room
7:00 PM**

- I. Call to Order and Pledge of Allegiance
- II. Roll Call
- III. Executive Session
 - A. To Consider Information Regarding Appointment, Employment, Discipline, or Dismissal of Individual Employees
 - B. To Consider Selection to Fill Vacancy in Public Office
- IV. Resignation(s)
 - A. RCHS Music Teacher & Band Director 2
Michael Pond-Jones has submitted his resignation effective the end of the 2015-2016 school year. I recommend approval.
 - B. RCMS Custodian 3
Kyle Ziegler has submitted his resignation effective by the end of this month. I recommend approval.
- V. Approve Selection of Board Member
- VI. Adjourn
Next regular board meeting is scheduled for Thursday, May 19, 2016 at 7:30 pm.

Michael Pond-Jones
302 E. Mack Ave
Apt. 5
Olney, IL 62450

Chad LeCrone
Principal
Richland County High School
1200 E. Laurel
Olney, IL 62450

20 April 2016

Mr. LeCrone:

I write this letter to inform you that I am resigning my position as Director of Bands at Richland County High School, effective at the conclusion of the 2015 - 2016 academic year. I have accepted the position of Director of Instrumental Music at Belleville West High School in Belleville, Illinois. Please consider this my formal resignation letter.

Belleville, Illinois is my hometown, and being called back to the high school where I learned how to be a musician is an honor to me. I will be continuing the efforts of my high school Band Director, and guiding the program, that built me.

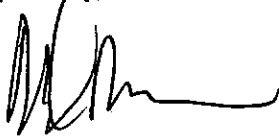
I must let you know that the respect I see among faculty and staff, the positivity in the community, and the friendliness of students, is beyond compare in Olney. Regardless of where my life takes me, I will never experience these traits to such a high degree. Moreover, as my supervisor, you have been incredibly wise, informed, trusting, and supportive. I could not have asked for more. Thank you for being an exemplary mentor.

Please recognize that I am leaving you quite painfully. I have invested wholeheartedly in the future of the Music Department, and I wish that I could see these efforts, along with the growth of my students, come to fruition. Many of our students are showing considerable growth as musicians, and I hope that they continue to enrich the community and bolster the Music Department.

I understand that the upcoming transition is unexpected. I promise to make sure that all avoidable variables and uncertainty are removed for the next person to hold this position. I also welcome you to involve me in any transitional processes you choose. I wish to be available and supportive to this program to the very end.

Most importantly, I thank you for the opportunity to work for the Richland County School District.

Respectfully,



Michael Pond-Jones

Richland County School District,

It is with a heavy heart and months of prayer, that I am writing this letter of resignation. Due to the Administration's unwillingness to provide my family with a competitive wage, I feel as though I have no other recourse than to resign my position.

For the past two years I have been blessed to be the Custodial Supervisor at Richland County Middle School. I accepted this position assuming that it would come with a pay increase. I not only received no pay raise, with the mountain of added responsibility but, I still make less per hour than I did seven years ago at Lowe's; in a non-supervisory position! I have always bent over backwards for this school district. Including working unbelievably long hours due to the inability to get adequate staffing. I have asked for nothing but a decent hourly wage. I have used none of the medical benefits provided by the district, due to having served this country for 23 years in the United States Marine Corps. I have cost the district very little, in way of benefits.

I feel that \$11.60 per hour is ridiculous. I have prayed a long time to make sure my decision is not based on pride. This is not about pride, it is about fairness! It is not fair that a supervisor in this district, or any other, be paid less than they were making 7 years ago. And, it is unacceptable that they are making less than the people who are supposed to be working for them. We have a high school student that gets paid \$15.00 per hour for keeping the score board for basketball games. Custodians, who are entrusted with the cleanliness, health, and safety of the staff and students of the district, get paid \$10.00 per hour. This is not right!

I have enjoyed my time at Richland County Middle School. There is nowhere in the district that I would rather be. The faculty, staff, and administrators are all wonderful to work with and for, and I wish them the best. I will miss them tremendously! It is the daily interaction with the children that I will miss the most.

This letter is to serve as my notice. My last day of work will need to be worked out with personnel. It will be as soon as May 13th, but no later than May 27th.

Respectfully,

Kyle L. Ziegler