

MINUTES OF SPECIAL MEETING
OF
BOARD OF EDUCATION, SCHOOL DISTRICT NO. 172
ADAMS COUNTY, ILLINOIS
HELD ON NOVEMBER 9, 2009

Meeting Convened

The Board of Education of School District No. 172, Adams County, Illinois, met in special session on November 9, 2009, at 5:00 p.m. in the Board of Education Office Room 214 located at 1416 Maine Street, Quincy, Illinois, in said school district.

Roll Call

The meeting was called to order by President Niekamp, who directed the secretary to call the roll. On the call of the roll, the following members were present and answered to their names: Members Bemis, Daniels, Dickerson, Krause, Lovelace, and Niekamp; and the following member was absent: Member Mays. Whereupon the president declared that a quorum was present.

Questions and
Comments

President Niekamp opened the meeting to questions and comments to members of the Board, by members of the public and employees of the district, in compliance with state statutes. There were no questions or comments.

Arrival of Member
Mays

Member Mays arrived at 5:06 p.m. which was duly recorded by the Board Secretary.

Superintendent's
Concerns

Superintendent Lemon addressed the Board about his struggles to lead the District with the ongoing turmoil surrounding Member Niekamp's presidency. He said there are many important issues which need to be addressed. Much of his time is spent dealing with requests and demands for information from the President. He asked for guidance from the Board on how to deal with these requests. President Niekamp has asked for answers via email on personnel issues.

Member Lovelace stated that the superintendent answers to the full Board, not individual members. He said the role of the Board President is a privilege and additional work and responsibility. Before the president speaks or acts, he or she needs to have the support of the majority of the Board. He said President Niekamp ordering the superintendent to do something is completely inappropriate and is a violation of the oath all Board members take.

Superintendent Lemon said that the Building and Finance Committees, with new members appointed by President Niekamp, have become dysfunctional and he has concerns they will sideline Life Safety Projects that need to be put out for bid soon in order to be completed next summer. Some members of the committees are not acting professionally to staff and to district contractors.

Member Dickerson said the Board is not functioning properly under Member Niekamp's leadership. His style is "my way or the highway." Individual opinions can be expressed but once a vote is taken, majority rules and the issue is over. It is inappropriate to continue to rehash the issue. The Board cannot let the president use his position as a platform to destroy district function. Member Dickerson said there are two issues: 1) the quo warranto hearing to determine the validity of Member Niekamp's seat and 2) Member Niekamp as president. The majority of the Board does not have confidence in Member Niekamp as president and the dysfunction of the Board has occurred since his presidency. He misuses

the office to manipulate the superintendent and does not represent the majority. Member Daniels said the role of the Board of Education is governance not management. President Niekamp has tried to take on the role of management. Member Dickerson said he would not want to lead if he did not have the support of the majority of the Board. Board members reiterated the verbal offer to President Niekamp to resign his seat and be legally reappointed to the vacancy. He would no longer be president but could continue to represent those who voted for him.

President Niekamp said he is not going to step down. He said the Board can put up with him or resign. He asked why not have a paper trail for response by email. He said he never ordered Superintendent Lemon to do anything, just asked. Member Krause said issues should be brought to the full Board. Member Bemis said issues of personnel and litigation should not be sent via email. Member Daniels questioned President Niekamp on whether he will support the majority decisions of the Board. Member Daniels said the Board President must carry out the will of the majority of the Board, even if he disagrees. Member Niekamp said right now the Board is a click, not willing to make changes and represent the people in the community. He said he represents the people, not the other six Board members who are not right just because they are together. Superintendent Lemon said the role of the president is support the majority of the Board and build consensus. President Niekamp said he cannot go against the majority of the people who elected him.

Mr. Larry Dirks, Illinois Association of School Boards, read from an IASB publication on the responsibilities of the president which includes leading the other members and building consensus.

There was further discussion regarding Board committees. Member Krause said if the committees are dysfunctional, collapse those and have the Board as a whole make recommendations. Attorney Gorman explained the Board can suspend the policy on Board committees and disband them. This would need to be included on the next meeting's agenda. He said any committee can be dissolved by appropriate resolution.

Superintendent Lemon said that incredible work has been accomplished in the past year and a half including discontinuing bad past practices and aligning employee contracts, but the problems with the Board are overshadowing successes. The struggles at central office are wasting time. Member Mays told Superintendent Lemon he has the support of the majority of the Board in spades

Exit of Member
Lovelace

Member Lovelace left the meeting at 6:00 p.m. which was duly recorded by the Board Secretary.

Exit of President
Niekamp

President Niekamp left the meeting at 6:12 p.m. which was duly recorded by the Board Secretary.

Goal Setting and
Planning

Mr. Larry Dirks continued the goal setting and planning process with Board members. He reiterated that it is a continuing process, not a single event. He said the end result should be a strategic plan with objectives for the future. The District's vision has been identified. The objectives are the steps and then a way to plan and to measure and monitor effectiveness needs to be developed. The role of the Board of Education is the "ends" but administration provides the means to get there. This session focused on completing a template for the plan and identifying

what has been completed so far in the process. Action teams were formed to complete objectives in the goal setting areas of: 1) Finances, 2) Student Achievement/Curriculum, 3) Infrastructure/Facilities, 4) Community, and 5) Personnel/Faculty/Staff. Board members selected action teams and discussed the importance of involving staff and community. Including information about the strategic plan on the district's website and soliciting input was suggested. Board members and administration discussed a timeline for completion.

Executive Session

It was moved by Member Krause and seconded by Member Daniels that the Board suspend the rules and go into executive session to discuss collective bargaining and employment of personnel. On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause, and Mays; and the following members voted Nay: None; and the following members were absent: Members Lovelace and Niekamp. Whereupon the vice-president declared the motion carried.

Resumption of Rules

It was moved by Member Daniels and seconded by Member Krause to resume the conduct of the special meeting under rules. On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause and Mays; and the following members voted Nay: None; and the following members were absent: Members Lovelace and Niekamp. Whereupon the vice-president declared the motion carried.

Memorandum of Understanding - Accelerated TRS Payments

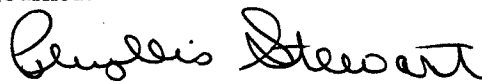
It was moved by Member Daniels and seconded by Member Bemis to approve the Memorandum of Understanding between Quincy Federation of Teachers Local 809 and Board of Education District 172 regarding Accelerated TRS Payments (Doc. Reg. No. 2414). On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause and Mays; and the following members voted Nay: None; and the following members were absent: Members Lovelace and Niekamp. Whereupon the vice-president declared the motion carried.

Adjournment

It was moved by Member Daniels and seconded by Member Krause that the special meeting adjourn. On the call of the roll, the following members voted Aye: Members Bemis, Daniels, Dickerson, Krause and Mays; and the following members voted Nay: None; and the following members were absent: Members Lovelace and Niekamp. Whereupon the vice-president declared the motion carried. and the special meeting was duly adjourned.



Thomas Dickerson
Vice-President



Phyllis Stewart
Secretary