

**MEETING of the ECHO JOINT AGREEMENT  
BOARD OF DIRECTORS**

**September 13, 2011**

A. Call to Order

Dr. Taylor called the ECHO Board of Directors meeting to order at 10:07 a.m. in the ECHO Joint Agreement Boardroom.

B. Roll Call

Present: Dr. Sutherland, Dr. Jordan, Mrs. Bradley {Alt. 152}, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty {Alt. 171}, Dr. Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor

Absent: Dr. McKinney, Dr. Purcell, Dr. Brown {entered 10:14 a.m.}, Mr. Kellogg, Dr. Harrison-Williams {entered 10:37 a.m.}, Dr. Majchrowicz

Also Present: ECHO Administration: Dr. Hooks, Mrs. Terrell-Smith, Mrs. Pickens and Mr. Scaletta

C. Adoption of Agenda

Motion by Dr. Jordan, seconded by Dr. Hamilton to adopt the September 13, 2011 ECHO Board agenda as presented.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Jordan, Mrs. Bradley {Alt. 152}, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty {Alt. 171}, Dr. Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor

Nays: None

Absent: Dr. McKinney, Dr. Purcell, Dr. Brown, Mr. Kellogg, Dr. Harrison-Williams, Dr. Majchrowicz

D. Presentation of Agenda Items

Dr. Taylor asked that any person wishing to speak to the Board regarding an item that is on the adopted agenda will be granted five minutes to make his or her statement at that time. Any person wishing to speak to the Board regarding an item that is not on the agenda will be deferred to hold their statement until the "Questions from the Floor" portion of the Board meeting.

E. Approval of Board Meeting Minutes: Consent Items

Motion by Mr. Vega, seconded by Mr. Dunlap to approve the Open Session and Closed Session minutes of the August 17, 2010 ECHO Board meeting.

Ayes: Dr. Sutherland, Dr. Jordan, Mrs. Bradley {Alt. 152}, Mr. Dunlap, Mr. Vega, Dr. Paraday, Mrs. Heiberger, Mr. Crotty {Alt. 171}, Dr. Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor

Nays: None

Abstained: Dr. Morris

Absent: Dr. McKinney, Dr. Purcell, Dr. Brown, Mr. Kellogg, Dr. Harrison-Williams, Dr. Majchrowicz

F. Financial Reports: Consent Agenda Items

**Motion** by Mr. Dunlap, seconded by Dr. Hamilton to approve the Treasurer's report for August, 2011; approve the Financial Summary as of August 31, 2011; approve the program enrollments as of August 31, 2011; approve and ratify the Accounts Payable for August, 2011 in the amount of \$2,831,340.39 and Payroll for August, 2010 in the amount of \$998,618.90.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Jordan, Mrs. Bradley {Alt. 152}, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty {Alt. 171}, Dr. Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor

Nays: None

Absent: Dr. McKinney, Dr. Purcell, Dr. Brown, Mr. Kellogg, Dr. Harrison-Williams, Dr. Majchrowicz

G. Committee Reports

The ECHO Standing Committee Chairpersons or their designee will report on items presently in progress.

1. Policy Committee - No Report
2. Finance & Personnel Committee - No Report
3. Curriculum Committee

H. Administrators' Reports

1. The Board will be updated on items presently in progress by the ECHO Central Office Administrators.

a. Ms. Sheila Pickens, Assistant Director, Curriculum, Instruction & HR

Mrs. Pickens apprised the Board of the September 9<sup>th</sup> Curriculum Committee meeting wherein the ECHO Strategic Plan was reviewed and focused goals for 2011-2012 were identified and agreed upon. Additionally, Mrs. Pickens discussed activities identified by the committee to focus on; the integration of technology within the curriculum, needs assessment analysis, the use and relevance of data.

Mrs. Pickens reminded the Board of the September 29<sup>th</sup> training on "Deconstructing the Common Core Standards" and reported the number of registrants. Mrs. Pickens reiterated the intended purpose of the workshop: to ensure that member districts were provided current and relevant information that could enhance their planning and curriculum efforts to incorporate the common core standards. Mrs. Pickens encouraged Board members to send administrators and teachers to the training. Mrs. Pickens also disseminated a current copy of the ECHO Staff Development Chart and informed the Board of an upcoming Ethics training. She reported that webinar trainings are used as an alternate means of providing staff development in the light of time constraints.

Mrs. Pickens informed the Board of efforts to compile last year's ISAT and IAA scores for data analysis and shared plans for Aimsweb benchmarking. Finally, Mrs. Pickens reported the data for monthly physical restraints and isolated timeouts in each ECHO program. There were three (3) physical restraints in the ABLE program; and seven (7) physical restraints and two (2) isolated time outs at ECHO which also resulted in two (2) staff injuries.

b. Ms. Nicole Terrell-Smith, Asst. Director, Finance & Operations

Mrs. Nicole Terrell-Smith reviewed with the Board the Treasurer's Report - Statement of Revenues & Expenses year to date for July and August; which reflected \$5,808,225.49 received in State and Federal funding. In addition, she presented a summary of revenues as reported in FRIS including when the funds had been released. Mrs. Terrell-Smith provided the August Treasurer's Report to the Board at that meeting due to timing constraints. She agreed to email a copy of the monthly Treasurer's Report to the Boards' members monthly when received.

Mrs. Terrell-Smith provided the details related to the unemployment claims and expenses from July 1, 2007 thru August 25, 2011. She discussed considerations for decreasing the amount of approvable claims including recalls prior to the end of the school year. Dr. Paraday and Dr. Taylor offered an assurance letter signed by the substitute related to their ability to file claims for benefits. In addition, Dr. Paraday recommended review of the value of service being provided by our current vendor, TALX.

Mrs. Terrell-Smith reiterated the IDEA reimbursement process being implemented for the upcoming fiscal year. Mrs. Terrell-Smith discussed the monthly timelines for submission of expenditure claims, required documentation, and reimbursement to the districts. She

stated, month end reports will be due to ECHO by the 10<sup>th</sup> of each month for the prior month's expenses; ECHO will process claims received and submit a cumulative report to ISBE by the 20<sup>th</sup>; and reimbursements will be released to member districts when funds are received.

Mrs. Terrell-Smith distributed the proposed terms and conditions of the Line of Credit with Harris Bank. The Board decided to not proceed with consideration of this proposal at this time

c. Mr. Larry Scaletta, Technology Director

Mr. Scaletta distributed a flyer from Comcast regarding discounted priced internet service and computers for students/families that receive free lunch.

2. Director's Report

a. Strengthening Families Update

Dr. Hooks reported to the Board that Strengthening Families (SF) decided not to renew the Strengthening Families agreement with ECHO denying approval for ECHO to serve as the South Cook Hub Coordinator. Their rationale for the decision included the lack of a dedicated ECHO administrator for SF, their perception of ECHO's inability to meet upcoming deadlines and their inability to provide the level of technical assistance they perceived ECHO would need.

b. EBC Renewal

Dr. Hooks shared with the Board a letter from EBC regarding membership termination. Membership in EBC is predicated on a 3-year cycle. Dr. Hooks explained that the new cycle begins July 1, 2011. Membership withdrawal as stipulated in the contract and bylaws requires written notice at least 40 days prior to the commencement of the next three year term.

c. ECHO Insurance Plan

Dr. Hooks reviewed with the Board insurance plan options under review by the Insurance Advisory Committee to consider in reducing the health insurance premium.

d. Buildings & Grounds Coordinator Update

Dr. Hooks updated the Board on the progress in the search for a Buildings & Grounds Coordinator and reported she would like to bring a recommendation to the Board at the October meeting.

e. New Training Requirements for School Board Members

Dr. Hooks shared with the Board a Priority Briefing from Sraga Hauser, LLC on the new training requirements for school board members.

f. ECHO Job Descriptions

Dr. Hooks provided the Board with a manual containing updated ECHO job descriptions. The job descriptions were recently updated to better align with professional standards and professional responsibilities.

g. Other

Dr. Hooks informed the Board of the Meet and Greet sessions scheduled for ECHO families to meet with the new Joint Agreement administrators.

J. Unfinished Business:

1. Approval & Adoption of FY12 ECHO Budget

The Executive Board of Education approved and adopted the FY12 ECHO Budget.

Motion by Mr. Dunlap, seconded by Dr. Hamilton that the ECHO Board of Directors approve and adopt the ECHO Budget for fiscal year 2011-2012 as presented.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

2. Administrative Contract for FEP Program Administrator

The Executive Board of Directors approved the contract for the Family Enrichment Administrator; salary prorated on base salary of \$80,000.

3. 2nd Reading of Amended ECHO Joint Agreement Articles of Agreement

Dr. Taylor reviewed with the Board the amended ECHO Joint Agreement Articles of Agreement, Section 2-Standing Committees which addresses the change in the committees by combining the Personnel Committee with the Finance Committee and a change in the number of members to serve on a committee. Also in Article IV, Section 1 - Annual Budget, language was added to address the combination of the Personnel and Finance Committees. These changes were reviewed with the Policy Committee and recommended for approval.

Motion by Mrs. Heiberger, seconded by Dr. Brown that the Board of Directors dispense with the 2<sup>nd</sup> reading and approve the ECHO Articles of Agreement as amended.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

4. 2nd Reading of Amended Policy 2:150 Committees

Dr. Taylor reviewed with the Board ECHO Policy 2:150 - Committees which addresses the change in the committees by combining the Personnel Committee with the Finance Committee. The amended policy was reviewed by the Policy Committee and is being recommended for approval.

Motion by Dr. Harrison-Williams, seconded by Dr. Brown to dispense with the 2<sup>nd</sup> reading and approve ECHO Policy 2:150 - Committees as amended.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

K. New Business:

1. Approval of the 2011 - 2013 Educational Support Staff Collective Bargaining Agreement

Dr. Taylor reviewed with the Board the 2011-2013 Collective Bargaining Agreement between ECHO and the ECHO Educational Support Personnel, IEA/NEA. Nina Nolan, President, IEA/NEA spoke on behalf of the Association and urged the Board to approve the contract as tentatively agreed upon.

Motion by Mr. Dunlap, seconded by Dr. Paraday that the ECHO Board of Directors approve the 2011-2013 Collective Bargaining Agreement between the ECHO Executive Board and the ECHO Educational Support Personnel, IEA/NEA.

Motion by Mr. Dunlap, seconded by Dr. Morris to withdraw motion to approval of the 2011 - 2013 Educational Support Staff Collective Bargaining Agreement and to table Items J2., K1, K2, K3, K7, and K8 until after closed session.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Taylor.

Nays: Dr. Paraday, Dr. Hamilton

Abstain: Mr. Vega

Motion by Dr. Jordan, seconded by Dr. Harrison-Williams that the ECHO Board of Directors approve the 2011-2013 Collective Bargaining Agreement between the ECHO Executive Board and the ECHO Educational Support Personnel, IEA/NEA.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

## 2. Approval of the FY12 Administrative and Non-Bargaining Support Staff Salary Increases

Motion by Dr. Jordan, seconded by Dr. Harrison-Williams that the Board of Directors approve the proposed salary increases for Non-Bargaining Support Personnel and Administrators for the 2011 - 2012 school year.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

## 3. Approval of the FY12 Family Enrichment Program

Dr. Taylor reviewed with the Board a letter from ISBE announcing the awarding of the ECHO Prevention Initiative 0-3 Grant in the amount of \$1,097,042.

Motion by Dr. Harrison-Williams, seconded by Dr. Paraday that the Board of Directors approve and authorize the operation of the FY12 Family Enrichment Program at the full grant amount of \$1,097,042.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

## 4. FY12 Independent Contractor Agreement

Dr. Taylor reviewed with the Board the Independent Contractor Agreement for the re-employment of Speech Pros, Inc. for S/LP services at \$67/hr. in the ABLE Program.

Motion by Mr. Dunlap, seconded by Dr. Harrison-Williams that the Board President execute the Independent Contractor Agreement for Speech Pros, Inc. for the 2011-2012 school year at the contractual rate identified.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

5. FY12 ECHO Classroom Lease Agreements

Dr. Taylor reviewed with the Board Lease Agreements with the following school districts for the 2011-2012 school year:

District	No. of Classrooms	Programs Housed	Location	Annual Cost
149	4	2 ECHO Sat./2 CD	Diekman (1 ECHO Sat.); Caroline Sibley {1 ECHO Sat}; Dirksen Middle {2 CD}	\$46,000
150	3	VI/PHI	Greenwood	\$34,500
171	3	DHH	Nathan Hale	\$34,500

Motion by Mr. Vega, seconded by Mr. Dunlap to authorize the Executive Director to execute the Lease Agreements with School Districts 149, 150 and 171 for classroom space for the 2011-2012 School Year.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

Abstain: Dr. Brown

6. Request to Open Additional Classroom

Dr. Taylor shared with the Board that the PACE program currently has 106 students enrolled; 99 special education students and 7 regular education students. There are 5 special education referrals inclusive of 2 waiting to be staffed and 2 regular education referrals. Of the 9 rooms at PACE there are 8 special education rooms and 1 alternative regular education classroom. With the referrals PACE will be at capacity in all rooms except the alternative education classroom.

**PACE PROGRAM ENROLLMENT STATUS**  
**As of September 7, 2011**

Grades	Enrollment	Referrals	Maximum Enrollment
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1 & 2	10	-	10
3 & 4	12	1	13
4 thru 6	13	-	13
5 & 6	13	-	13
6	13	-	13
7 & 8	11	2 (meetings pending)	13
7 & 8	13	2	13
8	13	-	13
Alternative Ed. 7 & 8	8 (1 Spec. Ed.)	2	15

Motion by Mr. Dunlap, seconded by Dr. Morris to approve the opening of another classroom at PACE to accommodate referrals.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

7. Request for Approval of Two (2) Safety Facilitator Positions at the PACE Program

Dr. Hooks discussed with the Board circumstances that prevail at PACE Elementary regarding two staff members currently titled Dean. A recommendation was made for a title and salary adjustment. No action was taken.

8. The Illinois Resource Center (ISRC) Research Proposal for the Deaf and Hard of Hearing Program

Dr. Taylor reviewed with the Board documentation explaining the ISRC research proposal explaining that the purpose of the study is to evaluate children living in Illinois with mild to profound hearing loss in order to evaluate the effects of school-age interventions on academic, adaptive and mental health functioning and to identify patterns and determinants of post-graduation placement. The research would require 100 to 150 student participants.

Motion by Dr. Harrison-Williams, seconded by Dr. Brown that the Board of Directors approve the ECHO DHH program's participation in the ISRC Research.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

9. Office Equipment Lease

Dr. Taylor reviewed with the Board the lease agreement for the renewal of (2) postage machines from Pitney Bowes for ECHO School and at the Joint Agreement office. The ECHO School lease for 36 months (\$77 per month) expires January, 2012. The Joint Agreement lease for 51 months (\$167 per month) expires September 1, 2011. The term of the new agreement for both leases is 51 months at the following rates; Joint Agreement, \$171 per month and ECHO School, \$70 per month. The new agreement will result in an annual savings of \$36. The Board recommended that this item be added as an action item for the October meeting.

#### 10. Martin Whalen Lease Agreement

Dr. Taylor reviewed with the Board for approval the lease agreement for the renewal of (8) copier machines from Martin Whalen due to expire September 1, 2011 thru November 1, 2011. The service contract for 14 copiers has been split renewing 8 under one contract for 36 months. The agreement includes service costs, supplies, and replacement machines. The prior agreements cost \$3,363.76 per month; the new agreement costs \$3,088.46 per month at a savings of \$275.30 per month totaling \$3,308.60 annually.

Motion by Mr. Dunlap, Dr. Hamilton to approve the agreement with Martin Whalen to renew the lease of eight (8) copier machines.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

#### 11. Proposed Board Meeting Location Changes

Dr. Hooks brought to the Board a request for the ECHO Executive Board meetings to occasionally schedule meetings in ECHO buildings to afford Board members the opportunity to visit programs and observe curriculum in operation.

Motion by Mrs. Heiberger, seconded by Dr. Hamilton to approve the occasional convening of ECHO Executive Board meetings in ECHO schools affording ECHO Board members the opportunity to visit program classrooms.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: Dr. Brown

Abstain: Mr. Vega

#### 12. Bills Payable

Dr. Taylor reviewed with the Board documentation of an accounts payable cycle requiring some payments prior to the ECHO Board meeting. Late fees are imposed when bills are not

paid in a timely fashion, over time resulting in excessive annual cost to the Board. It was recommended that a policy be developed to address this matter.

Motion by Mr. Vega, seconded by Dr. Jordan to authorize the Executive Director to pay regular utility bills upon their due date to avoid unnecessary late fees.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

### 13. Personnel Items

Motion by Mr. Dunlap, seconded by Dr. Hamilton to accept the resignation notice from the listed staff per the effective date so indicated; authorize the Board President to execute the employment contracts for the identified personnel at the salaries indicated or steps and lanes provided in the applicable collective bargaining agreements for the 2011-2012 school year, per the effective dates so indicated; pending the positive results of the statutorily mandated background check and approve the recalls of the listed staff.

On roll call vote, motion carried.

Ayes: Dr. Sutherland, Dr. Brown, Dr. Jordan, Mrs. Bradley, Dr. Harrison-Williams, Mr. Dunlap, Mr. Vega, Dr. Paraday, Dr. Morris, Mrs. Heiberger, Mr. Crotty, Dr Lyke, Dr. Williams, Dr. Hamilton, Dr. Taylor.

Nays: None

#### a. Resignation:

Fitch, Carolyn: Teacher - AFL  
Effective: June 3, 2011

#### b. Employments:

##### Certified/Licensed Personnel:

Boylan, Jena: S/LPP - ECHO School  
Effective: 8-22-11      Salary: Lane 1 Step 1

Burger, Christine: PE Teacher - AFL  
Effective: 8-15-11      Salary: Lane 4 Step 8

Howell, Scott: Permanent Substitute Teacher - AFL  
Effective: 8-15-11      Salary: Lane 1 Step 2

Russell, Lauren: S/LPP - CD  
Effective: 8-22-11 Salary: Lane 3 Step 1

Thompson, Rachel: Teacher - PHI/VI  
Effective: 8-29-11 Salary: Lane 1 Step 1

Yanahan, Katlyn: Teacher - AFL  
Effective: 8-15-11 Salary: Lane 1 Step 1

Non-Certified Personnel:

Baker, Bianca: Non Instructional Attendant - DHH  
Effective: 8-29-11 Salary: \$77/day

Gougis, Nathalie: Instructional Parapro - ABLE Program  
Effective: 8-22-11 Salary: Lane 3 Step 3

Griffin, Lena: Instructional Parapro - ECHO School  
Effective: 8-22-11 Salary: Lane 1 Step 3

Lena Mae Cummins: Instructional Parapro - ABLE Program  
Effective: 8-22-11 Salary: Lane 3 Step 3

Owen, Monica: Non Instructional Attendant - PHI/VI  
Effective: 8-29-11 Salary: \$77/day

Ramirez, Juan: Non Instructional Attendant - ECHO School  
Effective: 8-29-11 Salary: \$77/day

Tabb, Darryl: Non Instructional Attendant - AFL  
Effective: 8-15-11 Salary: \$77/day

Warren, Barb: Non Instructional Attendant - ECHO Satellite  
Effective: 8-29-11 Salary: \$77/day

Wills, Victoria: Non Instructional Attendant - DHH  
Effective: 8-29-11 Salary: \$77/day

c. Recalls

LAST NAME	FIRST NAME	PROGRAM	POSITION
CAMEON-SOBCZAK	COLLEEN	ABLE	S/LPP
HANNAPEL	NOREEN	ABLE	S/LPP
CLEMONS	ANTHONY	AFL	TEACHER 39

TOWNES-HUDSON	MONICA	AFL	TEACHER 39
YOUNG	KOURTNEY	AFL	TEACHER 39
SMITH	LAURA	EC	INSTRUCTIONAL PARA-PRO
THOMAS	ANGELA	PHI/VI	INSTRUCTIONAL PARA-PRO
MAJOR	STENITA	DAP	INSTRUCTIONAL PARA-PRO
LA DUKE	EMILY	ECHO	S/LPP
CHESKE	DAVID	ECHO	TEACHER 39
MC GINLEY	ERIN	ECHO	TEACHER 39
GIGLIO	AMANDA	ECHO/ABLE	PROBATIONARY - SW
KUGLIN	NANCY	FEP	CHILD DEV. EDUCATOR
YOUNG	KAROLYN	FEP	CHILD DEV. EDUCATOR
CASTRO	JESSICA	FEP	CHILDCARE PROVIDER
CASTRO	YESENIA	FEP	CHILDCARE PROVIDER
CERVANTES	TANIA	FEP	CHILDCARE PROVIDER
CASTRO	MARIA	FEP	PAREN EDUCATOR I
JOHNSON	SANDRA	FEP	PARENT EDUCATOR I
KOLODZIEJ	KELLY	FEP	PARENT EDUCATOR I
AGUAYO	MARIA	FEP	PARENT EDUCATOR II
SHAVERS	AURTIS	FEP	PARENT EDUCATOR II
POWELL	CLAUDIA	FEP	RECEPTIONIST
FURLOUGH	DEBRA	CD	INSTRUCTIONAL PARA-PRO
BYNUM	MARSHALL	PACE	INSTRUCTIONAL PARA-PRO
HORTON	DEVBRA	PACE	INSTRUCTIONAL PARA-PRO
HOWARD	BRYAN	PACE	INSTRUCTIONAL PARA-PRO
JACKSON	JOAN	PACE	INSTRUCTIONAL PARA-PRO
DOUGHERTY	LISA	AFL	INSTRUCTIONAL PARA-PRO

L. Closed Session

Motion at 11:50 a.m. by Dr. Hamilton, seconded by Dr. Morris to adjourn to Closed Session, pursuant to Section 2 (c) of the Open Meetings Act, for the purpose of discussion regarding matters related to the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the ECHO Joint Agreement and Collective Negotiating matters between the ECHO Joint Agreement and its Employee Associations.

M. Questions from the Floor

N. Next scheduled meeting: October 11, 2011

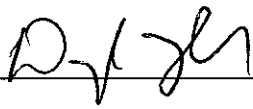
O. Adjournment

Motion at 12:47 p.m. by Dr. Paraday, seconded by Mr. Dunlap to adjourn.

By voice vote, motion carried.

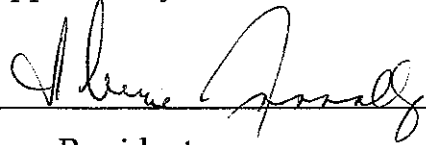
Ayes: All

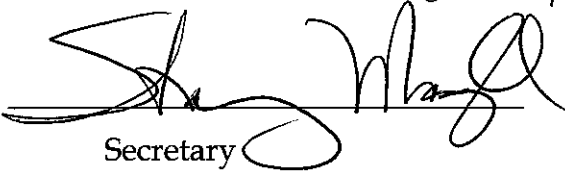
Respectfully Submitted,

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

Approved by the School District 150 Board of Education at its meeting on 10/17/2011

  
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President

  
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Secretary

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