

Board of Directors' Meeting Minutes

Saturday, March 4, 2023

IASB Board of Directors' Meeting

Westin Hotel, Lombard, Illinois

Present:

Simon Kampwerth, Jr	President	Peru
Mark Harms	Vice President	Flanagan
Tom Neeley	Immediate Past President	Morton
Alva Kreutzer	North Cook	Elk Grove Village
Chris Buikema	Northwest	Rock Falls
Chris Gordon	Abe Lincoln	Springfield
Janice Roeder	West Cook	Melrose Park
Julie Wagner (<i>Vacant</i>)	Blackhawk	Rock Island
Jim McCabe	Starved Rock	Utica
Lamarr Miller (<i>Joyce Dickerson</i>)	South Cook	Calumet City
Linda Eades	Kaskaskia	Hettick
Liz Campbell	Three Rivers	Bolingbrook
Mark Christ	Southwestern	O'Fallon
Marc Tepper	Lake	Buffalo Grove
Mark Jolicoeur (Ex-Officio)	Service Associates Representative	Chicago
Michelle Skinlo	Illini	Mattoon
Nick Sartoris	Corn Belt	Pontiac
Bob Geddeis	Kishwaukee	Rockton
Sheila Nelson	Shawnee	Cairo
Sue McCance	Western	Cuba
Thomas Ruggio	DuPage	Woodridge
Tim Custis	Treasurer/Central Illinois Valley	Washington
Tracie Sayre	Two Rivers	Arenzville

Absent:

Lisa Irvin	Egyptian	Belle Rive
Mandy Rieman	Wabash Valley	Newton

Recording Secretary:

Chris Montrey

Board of Directors' Meeting Minutes

Saturday, March 4, 2023

Due to weather conditions, Linda Eades and Sue McCance joined the meeting via Zoom.

Introductions and Announcements

President Simon Kampwerth called the November meeting to order at 8:59 a.m.

Kampwerth welcomed everyone to the March meeting and introduce Julie Wagner representing Blackhawk division and Lamarr Miller representing South Cook division.

Michelle Skinlo distributed books from the Mattoon School District and explained how the books are selected every year by students for the Read Across Mattoon program.

Janice Roeder stated she was honored to be recognized with two other individuals during the Village of River Grove board meeting as an IASB Board Leader at the Legacy level.

Additions to and Approval of Agenda

Action Chris Gordon moved, seconded by Marc Tepper to approve the March 4, 2023, meeting agenda as presented; motion carried.

Executive Session:

President Simon Kampwerth announced that Executive Session was not needed as action was taken during a closed meeting on Friday evening.

Action taken on March 3, 2023: Executive Director Search Committee brought forth Kimberly Small as the new IASB Executive Director as of July 1, 2023. Action was seconded by Liz Campbell. Motion carried.

Approval of November 17 & 20, 2022, Board of Directors' Meeting Minutes

President Simon Kampwerth stated that Nick Sartoris and Liz Campbell should be added as attending the November 20, 2022, Board of Directors meeting.

Action: Michelle Skinlo moved, seconded by Tom Ruggio, to approve the November 17, 2022, Board of Directors' meeting minutes as presented and the November 20, 2022, Board of Directors' meeting minutes with edits; motion carried.

Approval of Consent Agenda

Action: Bob Geddeis moved, seconded by Liz Campbell, to approve the Consent Agenda Items (President's Report; Executive Director's Report; Operational Expectation Reports; Result Indicator Report; January 23, 2023 Executive Committee Meeting Minutes; FY 2023 Membership Report; Annual Work Calendar; and Meeting Process Debrief) as presented; motion carried.

Items Moved from Consent Agenda

No items were moved from the Consent Agenda.

Board of Directors' Meeting Minutes

Saturday, March 4, 2023

Annual Work Calendar Approval

President Simon Kampwerth stated there were no changes to the Work Calendar.

Action: Tracie Sayre moved, seconded by Jim McCabe to approve the Annual Work Calendar as presented; motion carried

Policy Monitoring

President Simon Kampwerth thanked the Board of Directors for completing the policy review survey which had 100% participation. He will review the comments and continue the conversation at the June Board meeting.

Kampwerth reviewed the following Governance Policies asking for any recommended changes or questions after each.

GC-5: Kampwerth acknowledged that this policy had received some comments on the survey. He would be taking a closer look at this survey once the comments are reviewed, however, overall responses on the survey were that the board was in compliance with the policy.

No recommended changes or questions received.

GC-9: Kampwerth stated that comments were made on the survey regarding this policy, but overall responses were that the Board was in compliance.

No recommended changes or questions received.

GC-10: Kampwerth stated that this policy was in compliance with some comments made from the survey.

No recommended changes or questions received.

B/EDR-2: Kampwerth stated this policy was in compliance from the survey results.

No recommended changes or questions received.

Action: Sue McCance moved, seconded by Michelle Skinlo to approve GC-5, GC-9, GC-10, and B/EDR-2 as presented; motion carried.

COSSBA Update

Executive Director Tom Bertrand reported on COSSBA events including the January Leadership Seminar stating that the speakers gave good presentations. He expanded on one speaker that spoke of the demographic shift since the pandemic and the implications of this shift and the decrease in the birthrate.

President Simon Kampwerth stated COSSBA Board of Directors held their first official meeting in conjunction with the Leadership Seminar and announced Bertrand as their inaugural Executive Director. Other IASB Officers that participated in the Leadership Seminar stated it was a great time for connecting with other leaders besides hearing some great speakers, that the demographic presentation was sent to

Board of Directors' Meeting Minutes

Saturday, March 4, 2023

their local board, the atmosphere of this seminar was that everyone was working together, and that the demographer should be brought back as a speaker at the JAC or include an article in Journal.

Kampwerth reviewed future COSSBA events including the Inaugural Conference, UBA Day, UBA Seminar, and the Advocacy Institute.

Board Self-Evaluation Review

President Simon Kampwerth stated the work done by the Board was appreciated since this last Board Self-Evaluation was completed differently with conversation regarding the policies. He stated the policies are living documents and even though all policies were in compliance, they still need to be reviewed for any changes and the Board needs to hold themselves accountable for these governance policies. Kampwerth stated that another conversation will take place again in the August for the Board Self-Evaluation.

IASB Strategic Priorities 2023-2024 Approval

Executive Director Tom Bertrand reviewed the Strategic Priorities noting the following items:

- Three Professional Development Seminars held by the Executive Searches department in conjunction with IASA which receive outstanding feedback.
- Changes to the JAC programs in response to members' needs.
- Connecting Staff Core Values to annual evaluations.
- Staff Professional Development Days have included Trust Edge and IT training.
- Staff pay equity driven by a formula.
- Outside consultant supporting IT issues with **PRESS** and **PRESS** Plus.
- IT plan developed, cybersecurity measures implemented, and procedures for IT support improved upon.
- Staff survey regarding hybrid work will be implemented in April.
- Mandatory cash floor met each month.
- JAC paid registration met budget.
- Metrics regarding member engagement for internal use.
- New staff members providing equity services and the expansion of the Administrative Professional program.
- Special webinars for new members including Trauma-Informed practices.
- Delegate Assembly materials and updated Resolutions Committee report.
- Additions to support EDI including district JAC scholarships and future educator scholarships.
- New HR applicant tracking system.
- The Equity Immersion event at the JAC.

A conversation took place regarding the data used to provide the metrics for membership engagement and if this information will be used for the Strategic Plan dashboard and to determine district scholarships.

Bertrand provided information of different scenarios in response to moving the date of the Delegate Assembly.

FY23 Budget Update

Board of Directors' Meeting Minutes

Saturday, March 4, 2023

Treasurer Tim Custis reviewed the following amounts in the January Financial Report: cash balance at the end of the month, investment totals, current liabilities and deferred income percentage, and net assets.

Custis also reviewed the Cash & Investment Position chart detailing actual year-to-date amounts stating that amounts have been positive, and the Association is in good standings. He also reviewed the Schwab Investments document noting the dividends earned this year.

Executive Director Tom Bertrand stated that even though the Statement of Revenues and Expenses show a budgeted deficit due to no increases for dues, this year's totals will actual finish closer to the budgeted amount.

Associate Executive Director Jennifer Feld stated that revenues were positive but will break even after staff benefits are calculated.

FY24 Budget Assumptions

Executive Director Tom Bertrand stated that the FY24 Budget assumption is early in the development process. He highlighted revenue sources including member dues, JAC registration, member services, and Royalty Programs. He does not foresee any major capital expenditures but the major increase to expenses will be inflation.

A discussion took place regarding large district membership fees.

A short break was taken at 10:00 a.m. Meeting resumed at 10:13 a.m.

President Simon Kampwerth wished the best to those Board of Directors that are up for reelection in April and thanked them for their dedication to IASB.

2022 JAC Review

Executive Director Tom Bertrand stated the feedback received from last year's JAC was excellent. He reviewed new programs that took place including the Equity Immersion event and the school violence panel session. He stated that changes to the resolution process went well during the Delegate Assembly and feedback received from members drives the changes for the JAC.

Meetings Management Director Carla Bolt spoke of the JAC registration increase and that the JAC will continue to grow.

2023 JAC Update

Co-chair Jim McCabe reported on this year's JAC reviewing attendance, registration fee, exhibit hall registration, and housing details. He stated the hotel meetings set for Friday were cancelled due to potential weather.

Executive Director Tom Bertrand stated that the Association must be thoughtful about taking on additional conference expenses as inflation has increased drastically especially in the hotel and food industries. He urged consideration of enhancing the attendee's experience when considering any additional expenses. He also mentioned the Association is considering some adjustments to the conference schedule as it relates

Board of Directors' Meeting Minutes

Saturday, March 4, 2023

to panel sessions and lunch break. Bertrand also noted that while no changes to the Delegate Assembly are planned for 2023, the date and format will be reviewed.

Bertrand reviewed some changes for the 2023 JAC such as Equity Immersion event moving to Thursday and the development of a Student Voice panel session with student participation.

A discussion took place regarding the exhibit hall hours and cost. Meeting Management Carla Bolt explained the service charges and union fees in connection with the Exhibit Hall and the establishment of exhibit hours due to the closure of streets on Saturday. She stated feedback that Board of Directors receive from the exhibitors are reviewed every year and changes are made to meet exhibitors' needs.

Spring Division Meeting Review

Executive Director Tom Bertrand stated the Spring Division Meetings are underway. He appreciated the schools that host some of the meetings and Field Services Director Laura Martinez's efforts to hold Northwest as a hybrid meeting.

Bertrand stated there will be three regional meetings and he encouraged the Board of Director to attend and reach out to their divisions regarding these new meetings.

Associate Executive Director Nakia Hall reported that division meetings' attendance have been trending downward and that a survey will be sent to members to evaluate what their needs are.

Bertrand added that conversations will take place with division leadership regarding the survey results. He stated a shift in demographics will possibly change the course of the division meetings.

Board of Directors held a discussion regarding the Spring Division Meetings including that the presentations were good regarding the teacher shortage and FAA, choosing topics that focus on the division, conflicts with meeting dates, and working with scripts written for the Board of Directors.

Royalty Programs Update

Executive Director Tom Bertrand stated there were no new programs to report on and the current programs are generating revenue. Bertrand detailed the insurance programs which are offered to district and encouraged Board of Directors to speak to their districts if they have not received a bid from them.

Staffing Update and Organizational Chart

Executive Director Tom Bertrand reviewed the staffing report noting Executive Searches Director Tom Leahy's retirement after serving 50 years in education. Patricia Sullivan-Viniard will be promoted to step into Leahy's position and Field Services Director Lori Grant will be promoted to Board Development Associate Executive Director when Dean Langdon retires, both will be retiring June 30, 2023.

Legislative Update

Governmental Relations Associate Executive Director Bryan Soady gave a legislative update reporting that approximately 6,000 bills were introduced and IASB staff are monitoring roughly 950 of them. Soady detailed staff changes that have taken place in the department and stated that the Ambassador Program

Board of Directors' Meeting Minutes

Saturday, March 4, 2023

will be relaunched with the Resolution Committee Chairperson leading this program. He asked Board of Directors to help reach out to districts regarding the program and legislative issues.

Soady stated that one bill that IASB is opposing is HB2784 which would create a new minimum wage for school district employees who provide educational support services. He reviewed the implications to the districts if this bill does pass.

A discussion took place regarding this minimum wage bill for educational support employees in districts and what affects it may have on smaller districts, other salaried employees, and retaining employees.

Executive Director Tom Bertrand stated local conditions should steer wages. He also detailed the New Teacher Pipeline Initiative by Governor Pritzker.

Bertrand also reviewed HB2396 establishing that all districts must have full-day kindergarten. Bertrand discussed the effects on districts that do not have space or cannot afford to offer kindergarten for a full day.

Service Associates Report

Mark Jolicoeur reported there are currently 67 Service Associates. He stated the Service Associate Executive Committee meet four times a year and all meetings are virtual. Jolicoeur stated he receives good feedback from those Service Associates that set up in the exhibit hall at JAC, however, one recommendation he would make regarding the exhibit area is to provide an opportunity for exhibitors to get lunch.

Jolicoeur thanked staff members in the Communications department for their support to the Service Associate program.

A discussion took place regarding acknowledging Services Associates for their years of service at the JAC.

IHSA Report

Chris Gordon gave an update on IHSA stating the NIL (Name, Image, and Likeness) policy was passed and IHSA is looking at competitive balance for athletes. He stated that IHSA is looking at the division-level multiplier for private schools.

President Simon Kampwerth stated IASB is represented on the IHSA Board of Directors as a non-voting member.

Review Issues Pending and Confirm Decisions Made

Administrative Assistant Chris Montrey reviewed all items that the Board approved.

A name correction will be made on the January 2023 Executive Committee minutes.

Confirm Future Meeting Dates and Time

Board of Directors' Meeting Minutes

Saturday, March 4, 2023

President Simon Kampwerth confirmed future meeting dates and locations. He stated that the August Board meeting will take place at the Chicago Sheraton in conjunction with UBA event.

Executive Director Tom Bertrand stated that he was quoted in a Chicago Tribute article regarding school board meetings.

Meeting Process Debrief

Mark Christ led a plus/delta meeting review with the Board of Directors.

Additional Information

Additional informational documents included: Mentor/Mentee List, Direct Deposit Authorization Form, Board of Directors Future Meeting Schedule, Board of Directors Committee List, Board of Directors Expense Guidelines, IASB Logo Refresh, and COSSBA events.

Adjournment

Action: Motion was made and seconded to adjourn the meeting; President Simon Kampwerth adjourned the meeting at 11:45 a.m.; motion carried.