

**Governing Board/Executive Committee****Exhibit - Closed Meeting Minutes****Closed Meeting Minutes**

<b>Date:</b> February 10, 2025	<b>Time:</b> 9:13 a.m.
Location: Vandalia R.O.E., Vandalia, IL	
Name of person taking the minutes: Ingrid Watkins	
Name of person recording the closed meeting: Ingrid Watkins	
Names of members present: South Fork: Mr. Chris Clark; Mulberry Grove: Ms. Casie Bowman; Vandalia: Dr. Jennifer Garrison; Panhandle: Mr. Aaron Hopper; Brownstown, Mr. Lund; Litchfield: Dr. Kelly McClain; Bond: Dr. Wes Olson; St. Elmo: Mr. Travis Portz; Hillsboro: Mr. David Powell	Names of members absent: Edinburg: Ms. Ashley Francis; Morrisonville: Mr. Patrick Murphy; Ramsey: Ms. Melissa Ritter; Carlinville: Dr. Becky Schuchman
<b>Summary of the discussion on all matters:</b> <ul style="list-style-type: none"> <li>Mr. Clark started the discussion on Mrs. Fisher's evaluation. He said all the feedback he received was all positive. He asked if anyone had anything to address. It was clarified that her contract is for 3 years, this being the first year.</li> <li>Mr. Clark opened the discussion on the 3 possible policy changes. He stated that he knows these will impact all the districts in a different way but hopefully they have an idea of what to do that is best for all the districts. The first area addressed was the sick leave balloon. He mentioned that he did like the wording on this document. They clarified who was on the Personnel and Finance committee that initially reviewed the policy changes. Mr. Clark mentioned how the balloon policy was initially created at districts to incentivize higher cost staff to retire, but he stated in the current market it's hard to find employees so they are having to hire those that have retired at higher rates. Dr. Garrison discussed how the irrevocable letter to retire, that is due 5 years in advance has been the biggest complication in her district. That people expect to be able to retire but life events make them need to continue to work but since it is an irrevocable letter that the answer has to be no. Mr. Clark clarified that it is set up that they can't have more than what they are allowed to retire with. Dr. Olson asked how many people this might apply to in the next few years. They said they will clarify that question with Mrs. Fisher at the end when she comes back in the room. The second policy discussed was the increase to 6% when an irrevocable intent to retire letter is submitted. There was clarification on what the current rate is. There was no additional discussion on this policy.</li> <li>The last item discussed was the sign-on incentive and longevity incentive. These items have been tabled but he still wanted to bring it up for discussion. It was discussed that the benefits of sign-on bonuses don't necessarily bring in more candidates and if it does, it can cause conflict with the current staff. It was also discussed that longevity bonuses can impact the 6% threshold and that those complications would need to be figured out beforehand. Mr. Clark asked if anyone has any insight they wish to provide the committees as they look at this in the future. It was brought up that the longevity bonus can cause an increase in the work required to process and maintain these records, that it might be too complicated. It was brought up that one district did want to use a sign-on bonus for an open position, but there was hesitancy if sign-on bonuses really lead to any longevity after the first year. The committee also discussed if the incentive bonus would replace other bonuses like the salary schedule/raise. That in most cases when they had seen it implemented at the districts the employee would get either the incentive bonus or the salary schedule. Mr. Clark clarified that the consensus is that everyone is ok with the balloon incentive and the change from 4% to 6%. If any decisions that would be made on incentives, that it would not take place until FY26.</li> </ul>	

- Mrs. Fisher was brought in to clarify any questions. It was clarified that there is currently only 2 employees that is the retirement pipeline and that they were given the higher raise of 5% that all employees received even though the letter had 4%. One is retiring this year, and the other will retire next year. The longevity bonus was also discussed with Mrs. Fisher. If it would be an additional bonus or if it would replace other bonuses. It was also discussed if sign-on bonuses and longevity bonuses truly impacts if someone stays or leaves. That a competitive salary means more than sign on bonus. It was decided to table the discussion on sign-on and longevity bonus and end closed session.

A motion made by Mr. Powell and seconded by Mr. Lund to return to open session at 9:42 a.m. carried by a voice vote: Motion carried 9 yes, 0 no.

**Time of adjournment or return to open meeting: 9:42 a.m.**

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*The Board, during its semi-annual review of closed session minutes, has decided these minutes no longer need confidential treatment.*

☐ **These minutes are available for public inspection as of:** \_\_\_\_\_ .  
(Date)