

**GENEVA COMMUNITY UNIT SCHOOL DISTRICT NUMBER 304
227 NORTH FOURTH STREET, GENEVA, ILLINOIS
RECORD OF PROCEEDINGS OF A REGULAR SESSION
OF THE BOARD OF EDUCATION**

The Board of Education of Community Unit School District Number 304 met in a regular session on Monday, June 11, 2012, at 7:00 p.m. at Coultrap, 1113 Peyton, Geneva, Illinois.

1. CALL TO ORDER

- 1.1 Roll Call
- 1.2 Welcome
- 1.3 Pledge
- 1.4 Reminder to sign attendance sheet

The meeting was called to order at 7:00 p.m. by President Grosso.

Board members present: President Mark Grosso, Matt Henry, Mike McCormick, Tim Moran, Vice President Kelly Nowak, Policy Committee Chair Mary Stith, Finance Committee Chair Bill Wilson.

Late: None. Absent: None.

The President welcomed everyone, led them in the Pledge and reminded them to sign the attendance record.

District administrators present: Craig Collins, Assistant Superintendent Personnel Services; Donna Oberg, Assistant Superintendent Business Services; Patty O'Neil, Assistant Superintendent Curriculum & Instruction; and Dr. Kent Mutchler, Superintendent.

Others present: Paula Hartman, Ron & Susan Stevenson, Jim & Kathy VanSpankeren, Fred Dresser, John Rice, Dick Graff, John Kaindl, Chris Bourdage, Mary Jane Johnson, Debbie Hanson, Jim Cullen, Sandra Ellis, Judy Wehrmeister, Brenda Schory (KC Chronicle), Rich Nagel (Patch), Kate Bochte, Robert Danken, Gail Ryan, Bob Mann, Rick Romano, Larry Calhan

2. PUBLIC COMMENTS

Comments included:

The Board and administration must make every effort to offset the District's debt. It's unfair to expect taxpayers to shoulder the burden as well as pay more taxes if operating expenses are not reduced. When budgeting for next year, keep in mind that the debt needs to be addressed. The District has been negotiating a teacher contract and it appears that the teachers are receiving status updates. Status updates should also be made available to the community. Is there a legal requirement that binds both sides to secrecy? Teachers work 181 days, provide pupil instruction for 175 days, receive additional compensation for coaching, committee work, or sponsoring a student group, and also receive personal days, sick days, health and dental benefits and step and lane advancement on the salary schedule. The average class size had decreased since 2007, why not impose a teacher hiring freeze and reduction through attrition as enrollment declines? Why are we adding bi-lingual teachers? What would happen if we ignored unfunded mandates? Why can't those students needing bilingual teachers pay for the additional services? Request parents to absorb the costs of non-core classes like bilingual. Consider a hard freeze on both step and lane, and inform taxpayers before a final agreement is made with the teacher's union. Inform the public who is negotiating on their behalf and whether an attorney or professional negotiator is involved.

As a resident, I am disappointed, and here to say, that the Board discredited themselves on the last referendum and now the taxpayers are required to pay the debt. The Board hasn't performed well. Some residents have lost their homes, so the Board needs to make cuts and get rid of the dreamers and get some schemers. We are watching the Board carefully and we will get close to the four new Board members who will be coming on board in April. The Board needs to adopt a zero budget and put it out for the community to see before it's adopted.

At the last Board meeting, I questioned figures presented in the 2012 O&M and Transportation

budget. The difference was the transfer of interest. I should have known that the State of Illinois does things differently. I apologize for any confusion that was caused.

I'm a resident of Geneva and employed by the District in a support staff position at the high school. I emailed TaxFacts and requested to unsubscribe and be removed from their email list and expressed my concerns about their approach. I copied the Board of Education on the email I sent but felt my concerns about TaxFacts should be made publicly. I applaud TaxFacts initiative and agree with their concern for fiscal responsibility; however, I can't condone their tactics, hysterics and overall unprofessionalism in approach. This is not how results are accomplished. Finding solutions should not be a witch hunt with personal attacks focusing on the past. It should be about problem-solving and providing constructive solutions for the future. TaxFacts does not have all the facts. They are not in the schools. While I've tried to keep an open mind, it has become clear from media articles and board meeting attendance that anyone who is remotely associated with the school district is considered "in on the scam and lining their pockets." I have worked at the high school for over 16 years. I live in a modest townhome on the east side of Geneva and while I don't pay \$16,000 in taxes, my taxes go up proportionately, as well. I'm a divorced mother with two in college and I struggle, too. Most District support staff don't make anywhere near what the teachers make and while my job is important, the community seems to see me and other support staff as expendable. My pay has been frozen, my medical deductions have gone up and I bring home less every year. Is TaxFacts aware of this? Are they aware that administrators, bus drivers, custodians, basically everyone but the teachers have had their salary frozen? Do they care? At meetings, people say that nothing has been done to reduce expenses. The District has been making cuts for more than five years. There is no "us" and "them" and if TaxFacts can get past that perhaps something good can be accomplished and we can move forward. The Board members are volunteers who don't receive anything for what they must endure thanks to an economy that tanked and a state that doesn't pay its obligations. Does TaxFacts truly understand the impact of federal and state mandates, laws, rules and regulations and contracts for which the District has no control over? Do they understand what it's like to make a budget and then have one of your major sources of income decide they aren't going to pay or pay late? (The Board President informed the speaker that she was at her five-minute limit but she could complete any additional comments she had at the second opportunity for public comment later in the meeting.)

I moved to Geneva to start a family because this was a community that valued education and not for the shops on Third Street. Every day I meet other young families who moved here for the same reason - the school district. A strong school district is a value to the community and I am thankful that the school boards have been good stewards of the district and for volunteering to be Board of Education members. I encourage everyone to reach out to these individuals and talk to them. This is not a liberal board; it is a conservative one, and they are not spending tax dollars unwisely. We are lucky to have Board members who love their community and have their experience and expertise. Many Illinois school districts are struggling and not doing as well as Geneva. At the TaxFacts forum, there were suggestions for cutting the district's budget but I don't believe I could support anything that cut our programs because I don't believe that would be good for our district. I believed it was important for me to step up and speak my thoughts at this time. I thank the Board for their time and their service and I feel there are many in the community that appreciates it as well.

I have had the opportunity since school ended to talk with a Geneva teacher who feels beat up by the comments being made in this community. This is a good teacher and I believe that some of our teachers may leave for school districts that will pay them more than they earn in Geneva. This teacher teaches because she loves teaching. Our quality teachers don't deserve to be beat up any more than our Board members do. We need to keep that in mind. As parents we try to show our appreciation for our teachers, our administrators and our support staff. But all of that can be undone by the comments that are being made by some people at our Board meetings and in the media. Please keep that in mind.

At a Board meeting last winter, it was suggested that the Board form a Finance Committee that included community members and that the Board's meetings be structured like the City Council's, where audience members have an opportunity to comment on issues at the time of discussion and prior to a vote. The Board needs to do a better job of communicating. Was this discussed at the Board's retreat? I would like an update on this. (The Finance Advisory Committee was formed shortly after the Board's spring retreat. It is just getting off the ground. The meetings are open to

the public and provide an opportunity for public comment. While there are no citizen members on the Committee, the Finance Committee is inviting individuals with financial expertise to speak at their meetings. If you know of an expert you believe could share beneficial and instructional information, let us know.) The citizens feel that they aren't being heard or being given an opportunity for input at Board meetings. (The Board's agenda and board packet are available to the community prior to the Board meeting and citizens have two opportunities at each Board meeting to provide input or comment on Board action.) I encourage Board members to attend a Geneva City Council meeting to see how it works.

3. APPROVAL OF MINUTES

3.1 Regular Session May 29, 2012

3.2 Executive Session May 29, 2012

It was noted that typographical errors in the regular session minutes of May 29th had been corrected and the minutes presented for approval reflected the changes.

Motion by Wilson, second by McCormick, to approve the minutes as corrected. On roll call, Ayes, seven (7), Henry, McCormick, Moran, Nowak, Stith, Wilson, Grosso. Nays, none (0). Motion carried unanimously.

4. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS, BOARD REORGANIZATION

4.1 ASBO International Meritorious Budget Award, Fiscal Year 2012 Budget

The Superintendent reported that the District received the Meritorious Budget Award for its 2011-2012 annual budget from the Association of School Business Officials International. The award reflects the District's commitment to maintain the highest standards of school budgeting. He thanked Donna Oberg, Assistant Superintendent for Business Services, for the work, time and effort that she and her staff took to prepare and submit the documents for review. Only ten school districts in Illinois submitted budgets for review. This was the first time Geneva had submitted its budget for review.

5. SUPERINTENDENT'S REPORT

The Superintendent reported that Burgess Field renovations are progressing and can be viewed on the District's website. Cleaning and maintenance is occurring at all buildings throughout the District and the high school auditorium seat replacement project will start at the end of June. Forums to gain public input regarding the Coultrap facility will be held on Monday, June 18th, at 7:00 p.m. at Coultrap and on Saturday, June 23rd, at 9:00 a.m. at Williamsburg Elementary School. Those unable to attend the forums may provide comments online on the District website or by emailing the Board of Education. Staff development opportunities this summer will include common core and teacher and principal evaluation training. Thirty hours of training are required for the State's new teacher evaluation and fifty hours of training are required for principal evaluation training. The District's administrators participated in a safety drill on Thursday, June 7th, and more safety drills are planned for next year.

6. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATIONS

None

7. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATIONS

None

8. INFORMATION

8.1 FOIA Requests/Responses

8.2 Suspension Report

8.3 GHS Counseling & Advising Report

8.4 Building Use Report

The Geneva High School counselors were thanked for their second-semester report. It is concerning that the number of students requiring mental health related hospitalizations and suicide assessments has increased significantly this year. We need to recognize that times have changed and our students need many types of support. It was suggested that perhaps it would be appropriate to have a presentation at a future Board meeting on the services provided by our counselors, psychologists and social workers.

9. CONSENT AGENDA

9.1 Personnel Report: Resignations, Retirements, Leave Requests, Changes in Assignment/FTE, New Hires

New Hires Certified

Reilley, Lynn, CO, Assistant Director Student Services, 1.0 FTE, Start Date 7/1/12

Dill, Laura, GMSS, Special Education, 1.0 FTE, Start Date 8/20/12

Hovorka, Scott, GMSS, Special Education, 1.0 FTE, Start Date 8/20/12

Whitson, Blake, Elementary, School Psychologist, 1.0 FTE, Start Date 8/20/12

Resignations Certified

Smith, Marcia, WES, Grade 2, 1.0 FTE, Effective 6/4/12

Reappointments Certified

Reyes, Anna, HSS, Bilingual Elementary, 1.0 FTE

Cohen, Rhonda, GMSS, Special Education, .80 to 1.0 FTE

Engelhart, Heather, HES, Grade 5, 1.0 FTE

Leave of Absence Certified

Algrim, Stephanie, GMSN, Science, 1.0 FTE, 2012-2013

Morris, Sarah, GMSN, Science, 1.0 FTE, 2012-2013

Resignations Support

Ainsworth, Sara, GMSN, Special Education Assistant, 9 month, Effective 6/4/12

Stanicek, John, Garage, Bus Driver, 9 month, Effective 6/4/12

GHS Summer School Certified Session 1/June 7-22, 2012, Session 2/July 7-26, 2012

Cikesh, Melissa, Consumer Education, Session 1

Burns, Brian, English Workshop, Session 1

Nagle, Sue, History Workshop, Session 1

Judson, Jim, US Government, Session 1 & 2

Japlon, Ken, US Government, Session 1

Kolavo, Bradley, US Government, Session 1 & 2

Schaus, Jon, Driver Education, Session 1

Toldness, Kristine, Typing/Comp Keyboarding, Session 1

Wise, Carla, English Workshop, Session 2

Jennings, John, History Workshop, Session 2

Dierks, Greg, Algebra Bridge, Session 2

Support Staff Grounds - Summer

O'Connor, John; Rogers, Ben; Jones, Tyler; Stocker, Jacob; Bidlack, Colton; Johnson, Brandon; Kenney, Bryan

9.2 Northwestern Illinois Association Subregion 1 Ballot: Executive Board & Member-at-Large

9.3 2012-2013 Classroom Agreements Mid-Valley Special Education Cooperative:

Geneva High School, Geneva Middle School South, Fabyan, Harrison, Mill Creek, Western

9.4 Renewal of Ten-year Intergovernmental Agreement for Fiber Optic Institutional Network:

Geneva CUSD 304 and City of Geneva, \$250,000

9.5 Technology Purchase: Five-year Capital Outlay Plan, Phase 1, GHS Computer Workstations Replacement, \$64,800, IL State Contract Pricing, Victorin/Heartland Business Systems

Discussion, comments, questions: Item 9.3, is there insurance coverage for those students from other school districts who are housed in our buildings through the Mid-Valley Special Education Cooperative agreements (yes); Item 9.3, Geneva school district receives \$41,112.00 for the eight classrooms used by the Cooperative and Geneva's students are able to remain in our school district (correct).

Motion by Stith, second by Henry, to approve Consent Agenda Items 9.1 through 9.5, as presented. On roll call, Ayes, seven (7), McCormick, Moran, Nowak, Stith, Wilson, Henry, Grosso. Nays, none (0). Motion carried unanimously.

10. COMMENTS FROM THE PUBLIC ON BOARD OF EDUCATION ACTION

The President reminded audience members that comments or discussion about individual students or personnel matters were not permitted.

Comments included:

Thanks for allowing me to finish my comments from earlier. During this time of teacher negotiations, I believe all District employees should take part in reducing expenses and that the teachers should

take a pay freeze, too. Instead of focusing on what might be done in this teacher contract negotiation year, TaxFacts focused their energy on salaries of teachers already retired and diverted attention and focused all its efforts on a referendum and enrollment figures from five years ago; enrollment figures that were appropriate at the time of that referendum with the anticipation of the massive impact that the Hughes Farm and Grand Prairie subdivisions would have had on our school district. We have serious financial issues and more needs to be done but this is not a corporation that can be shut down. The Board of Education is responsible for thousands of children and we must balance cost with the needs of the students we educate.

Since the previous speaker has made her email public I want to respond that I never used scam or said sports salaries should be cut. TaxFacts has made no comment on the teacher contract negotiations because we have no information. While the ASBO award is nice, it just conforms with the standards of that organization and the district is a member, so we have paid for this award. There were no comments by the Board regarding Item 8.4, Building Use Report. I calculate capacity is only 84% at the elementary level, 75% at the middle school level, and 97% at the high school level; overall only 81% capacity, which is low. The Board is just now talking about program capacity and I don't agree with that. Some of those classrooms are only used for an hour a day. There are 71 classrooms listed as non-traditional. (The Board is not "just now" talking about program capacity. Program has always been part of the equation for building and classroom capacity. And, those 71 classrooms you referenced are being used everyday for our kindergarten booster, bilingual, ESL, reading tutoring, Foundations, OT/PT, A&E, and other programs.)

Is it true that the school district buys new buses every two years? (Yes. In the past we were on a one-year bus-buy-back rotation, but we have gone to a two-year bus-buy-back rotation because it was more cost effective. The longer rotation, or time, we keep buses, the more it costs for maintenance. The District pays one mechanic to maintain 55 buses. When we looked at keeping buses for a ten year rotation, there wasn't a great deal of savings because then we would have to have additional mechanics, stock more parts for repairs, etc. The District did a Transportation Cost Comparative study in 2010, which is available on our website. 91% resale is a good deal. When it is no longer an advantage for the District to do the bus-buy-back, we won't do it. We have reduced the number of buses from over 60 to 55 and are also using some smaller buses. We have implemented more three-tier bus routes, and we are always looking for ways to reduce costs.) How does depreciation play into the equation? (The depreciation amount is 20% and we currently get reimbursement from the State.)

Does the ASBO organization know the debt that the district has? (Yes, it is disclosed in the report. To receive the award, we must meet specific criteria. It is not based just on the budget. It provides a "whole" snapshot of the Geneva school district.) We can't sugar-coat this. We have debt and the district's financial house isn't in order.

11. BOARD MEMBER COMMENTS AND REPORTS

Policy Committee, Finance Committee, Facilities Task Force, Communication Task Force, Joint PTO, Geneva All-Sports Boosters, Geneva Music Boosters, Geneva High School Theater Boosters, Academic Foundation, GEARS, K-12 Discipline Committee, Geneva Coalition for Youth, PRIDE, REMS Grant

Board members commented on the following:

The webcam for the Burgess Field renovation project is not being paid for by the District, it is the contractor's. Encourage community members to review the District's Building Use Report. There are only 9 available elementary classrooms across the entire District, not 71, and 9 classrooms are not enough to accommodate an entire elementary school population. The District is paid by the Mid-Valley Special Education Cooperative for the classrooms they used in our buildings.

Want to be on record and to clarify some things about the budget. Every Board members reviews the budget line-by-line. Some meet individually with the Assistant Superintendent for Business Services when they have questions. Things change in a budget. We are required to place our budget on public display for thirty days prior to adoption and our budgets are available on our website. The Board members take their job, the budget, and the financial health of the District very seriously and are looking at the possibility of funding capital expenses from reserves. The 2012-2013 preliminary budgets will be posted on the District's website. If community members have questions, please submit them to the Board of Education (board@geneva304.org) or the Administration (genadmin@geneva304.org).

12. NOTICES / ANNOUNCEMENTS

None.

13. EXECUTIVE SESSION TO CONSIDER MATTERS PERTAINING TO PENDING LITIGATION [5 ILCS 120/2(c)(11)]; THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY [5 ILCS 120/2(c)(1); AND COLLECTIVE NEGOTIATING MATTERS BETWEEN THE PUBLIC BODY AND ITS EMPLOYEES OR THEIR REPRESENTATIVES [5 ILCS 120/2(c)(2)]

At 8:10 p.m., motion by Wilson, second by Henry, to go into executive session to consider matters pertaining to pending litigation; the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body; and collective negotiation matters between the public body and its employees or their representatives. On roll call, Ayes, seven (7), Moran, Nowak, Stith, Wilson, Henry, McCormick, Grosso. Nays, none (0). Motion carried unanimously.

An audience member asked if action would occur following executive session. The President responded that it was possible.

At 8:20 p.m., following a break for Board members to speak to members of the press and the audience, and for the room to clear, the Board moved into executive session.

At 10:24 p.m., motion by Wilson, second by McCormick, and with unanimous consent, the Board returned to open session.

14. ACTION POSSIBLE FOLLOWING EXECUTIVE SESSION

Motion by Wilson, second by Moran, to affirm Dr. Mutchler's May 8, 2012 decision, modified to include further professional development efforts directed to appropriate supervisory personnel. The Board President is directed to issue a letter to the employee advising the employee of the Board's decision prior to the next Board meeting. Ayes, seven (7). Nays, none (0). Motion carried unanimously.

15. ADJOURNMENT

At 10:26 p.m., motion by Moran, second by Wilson, and with unanimous consent, the meeting was adjourned.

APPROVED _____ PRESIDENT

SECRETARY _____ RECORDING SECRETARY