



**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, February 25, 2019, at 7:00 p.m. at the Coultrap Educational Services Center, 227 North Fourth Street, Geneva, Illinois

1. CALL TO ORDER (Bylaws 0163 & 0164)

- 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: Taylor Egan, Policy Committee Chair Leslie Juby, Mike McCormick, President Mark Grosso. Late: None. Absent: Finance Committee Chair Dave Lamb, Vice President Kelly Nowak, Mary Stith.

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

District staff present: Shonette Sims, Director of Learning & Teaching; Anne Giarrante, Director Student Services; Scott Ney, Director Facility Operations; Dr. Dean Romano, Assistant Superintendent Business Services; Dr. Andy Barrett, Assistant Superintendent of Learning & Teaching; Dr. Adam Law, Assistant Superintendent Personnel Services; Dr. Kent Mutchler, Superintendent.

Others: Jill Johnson, Jessica Breugelmanns, Christina Amico, Alicia Saxton, Ame Kazmer, Sara Consdorf, Brenda Schory, Jordan Zimmeroff.

2. APPROVAL OF MINUTES (Bylaw 0168.1)

- 2.1 Regular Session, February 11, 2019
- 2.2 Executive Session, February 11, 2019

Motion by McCormick, second by Egan, to approve the above-listed minutes, items 2.1-2.2. On roll call, Ayes, four (4), Egan, Juby, McCormick, Grosso. Nays, none (0). Absent, three (3), Lamb, Nowak, Stith. Abstained, none (0).

3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS

- 3.1 Tradition of Excellence Award: Geneva Staff (Policy 5451)
National Board Certification

Christina Amico
Sara Consdorf

Jamie Dunlap
Ame Kazmer

Jordan Zimmeroff

- 3.2 Learning & Teaching Mid-Year Update

Dr. Barrett and Mrs. Sims presented to the Board an update of what is happening in Learning & Teaching. At each level, there has been a lot of work happening with curriculum. At the elementary level, we have been looking at social studies, writing and spelling/grammar. At the middle school level, we have been looking at Language Arts vertical articulation, the Multi-Tiered System of Support (MTSS) and exploratories. At the high school level, we have been looking at blended learning, AP programming, course alignment, Post-secondary Workforce Readiness (PWR) and curriculum adoptions.

Assessment has had constant changes in its platforms and structures. New this year is the Illinois Assessment of Readiness (IAR), which is the State mandated assessment for grades 3-8 in mathematics and language arts. This took the place of the former PARCC exam. We will administer this new assessment the weeks of April 8-26. COGAT is an online format for testing 2nd, 3rd and 5th graders. The English Learner (EL) Screener is going to become electronic and no longer a paper assessment. We have submitted to be a pilot school for this. In addition to these assessments, we continue to give the MAP assessment. We are finally getting to a place where we have enough data to see some trends over years. The Advanced Placement Assessment provides more data that we are constantly trying to review. We feel good about what the data shows.

The Title I, II and IV grants that used to be NCLB is now ESSA. Title I funds are used for our targeted assisted schools for children who qualify based on economic factors. Title II supports all of our staff to ensure that they have the resources to meet the rigorous standards and that we are retaining and recruiting highly qualified staff and administrators. Title IV is new, as of last year, and is being used to support science and technology. Title III is our EL funds used for our English language learners. CTE and CTIE supports our workforce and school to careers curriculum. New this year is a School Improvement Grant to support SIP work for schools that are demonstrating need. Principals are using these funds to help support their staff and students.

Board comments, questions, concerns: Can you comment on how students who were in the first all-day kindergarten class are progressing and if we are seeing an impact? (We are seeing an impact; however, we do not have the data available here and now to show you. We would love to bring this to you at an upcoming meeting.) Could you expand on the EL screener? (This is given to any new student who enrolls in the district. It is also given to all incoming kindergarten students. It's triggered based on a home language survey that parents complete.) Are we piloting the online screening? (We submitted to be a pilot school.)

3.3 2019-2020 Staffing Plan Proposal

Anne Giarrante and Dr. Adam Law shared the 2019-2020 staff plan with the Board. In Student Services, Ms. Giarrante is recommending that the district add a psychologist/behavior coach (1.0 FTE), an elementary social worker, increase ALOP teaching time (.40 FTE), a middle school social worker (1.0 FTE) and increase the Student Services administrative assistant support (.75 FTE to 1.0 FTE). Dr. Law is recommending that the district add a bilingual paraprofessional (10-month) at HSS (Harrison Street School), a reading tutor (3-hour/day) at HSS, a maintenance position (1.0 FTE) and an Independent Learning & Assessment Center (ILAC) at the high school.

The total for all positions would be \$283,330 before the minimum offsets of \$375,000 and grant funds of \$21,525. This would leave us with a net savings of \$113,195. This staffing plan will be brought back in March for possible approval.

Board comments, questions, concerns: With three Board members not in attendance, would you be able to offer a time for them to talk with you? (Yes.) How many students are in the ALOP program? (Around 30.) Is it accurate that it doubled in size? (Yes.) What are the hours for the bilingual paraprofessional? (Seven hours a day.) Is this part of the HSS improvement plan? (Yes.)

4. SUPERINTENDENT'S REPORT (Policy 1210)

The Superintendent shared that one asset of the staffing plan is that we get to bring our students back from Mid Valley. To that end, we are hosting the Mid Valley Special Education Coop Extended

School Year Program this summer. It will be housed at Geneva High School and Fabyan Elementary. This will be a lot of extra work for our staff, so thank you to them in advance. Thank you to our Board, for support because our professional development program is multi-faceted and does cost a lot of money to support. The Board has made commitments to help our staff with professional development, which impacts our students. This Thursday is a half day for students to allow for Parent/Teacher Conferences and Friday is the Kane County Institute Day. We send staff all over Kane County for professional development.

5. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

5.1 2019-2020 Facilities 7-Year Capital Plan – Scott Ney

Scott Ney presented a brief overview of the Facilities 7-Year Capital Improvement Plan. He has surveyed all district buildings, analyzed existing facilities and related conditions, organized them based on cost efficiencies and need and provided cost estimates for future projects. For 2018-2019, we are currently \$173,000 under budget. We also have some emergency projects that went into this. Mr. Ney ranked all projects for 2019-2020 based on need. Projects include boiler system at GHS, 10-Year Health Life Safety items at WES, plumbing codes that will be changing, updating LAN systems at MCS, GMSN, GMSS and CESC, tuck pointing at HES, MCS, CESC and Transportation, the roof at GHS, updating fire panels at MCS and CESC, boilers at WAS, retaining walls at GMSS and GHS, gym flooring at GHS, condenser units at CESC and several sidewalk repairs and drive surfaces seal coating.

Board comments, questions, concerns: For the boiler replacements at WAS, you are using a projected life, but have we had anyone come and inspect it? (Yes. They recommended end of life, but we did not get a full report from the boiler contractors. We also had some insulation problems this year. We could extend the life, but the cost for that was high.) What's the life expectancy for a new boiler? (If we went with a high efficiency boiler, it would be 12-15 years.)

Motion by McCormick, second by Juby, to approve the above-listed capital plan, item 5.1. On roll call, Ayes, four (4), Egan, Juby, McCormick, Grosso. Nays, none (0). Absent, three (3), Lamb, Nowak, Stith. Abstained, none (0).

5.2 Out-of-Country World Language France Trip Summer 2020

Motion by Juby, second by Egan, to approve the above-listed trip request, item 5.2. On roll call, Ayes, four (4), Egan, Juby, McCormick, Grosso. Nays, none (0). Absent, three (3), Lamb, Nowak, Stith. Abstained, none (0).

6. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION

7. INFORMATION

7.1 Board Meeting/Presentation Schedule

7.2 Suspension Report

8. CONSENT AGENDA (Bylaw 0166.1)

8.1 Personnel Report: Resignations, Retirements, Leave Requests, Changes in Assignment/FTE, New Hires (Policies 1520, 3120, 4120)

Resignations Certified Staff

Chack, Amanda, HSS, Student Assistant Coordinator, 1.0 FTE, effective 6/7/19

Murrey, Katelyn, GMSN, Math, 1.0 FTE, effective 6/7/19

Williams, Jean, GMSN, Psychologist, 1.0 FTE, effective 6/7/19

Leave of Absence Certified Staff

Bess, Jessica, GMSN, Language Arts, 1.0 FTE, effective 2019-2020 1st year

Highmark, Meredith, HES, Grade 1, 1.0 FTE, effective 2019-2020 2nd year

Howlett, Kathryn, WES, Grade 3, 1.0 FTE, effective 2019-2020 2nd year

Lindsey, Molly, GMSS, Language Arts, 1.0 FTE, effective 2019-2020 2nd year

Mejia, Sarah, GHS, Math, 1.0 FTE, effective 2019-2020 2nd year

Simmons, Brianne, HSS, Grade 2, 1.0 FTE, effective 2019-2020 2nd year

Wallace, Erin, WES, Grade 4, 1.0 FTE, effective 2019-2020 1st year

Leave of Absence – Returning 2019-2020 Certified Staff

McAvoy, Kristen, HES, Grade 5, 1.0 FTE

Family and Medical Leave Certified Staff

Essex, Laura, GMSN, Language Arts, effective 8/19/19-9/30/19

Seal, Ryan, HSS, Grade 2, effective 6/3/19-9/27/19

Retirement Certified Staff

Bieniak, Laura, GMSS, Language Arts, 1.0 FTE, effective 6/7/19

Campana, Cathy, HSS, Grade 4, 1.0 FTE, effective 6/7/19

Dierks, Gregory, GHS, Mathematics, 1.0 FTE, effective 6/7/19

Gaetani, Christina, GELP, Learning Behavior Specialist, 1.0 FTE, effective 6/7/19

Grubaugh, Elizabeth, GHS, Librarian, 1.0 FTE, effective 6/7/19

Jongebloed, Debra, MCS, Acceleration/Enrichment, 1.0 FTE, effective 6/7/19

Kennath, Katie, HSS, Acceleration/Enrichment. 1.0 FTE, effective 6/7/19

Kimball, Gigi, GMSN, Librarian, 1.0 FTE, effective 6/7/19

Mott-Mueller, Jennifer, GMSS, Physical Education, 1.0 FTE, effective 6/7/19

Rollins, Kara, WAS, Speech Pathologist, 1.0 FTE, effective 6/7/19

Skok, Ellen, WAS, Grade 3, 1.0 FTE, effective 6/7/19

Reappointments/Reclassifications Support Staff

Gajsiewicz, Gary, GHS, 2nd Shift Painter to 2nd Shift Campus Manager, 12-month

Retirement Support Staff

Snyder, Bruce, GMSS, 2nd Shift Custodian, 12-month, effective 5/10/19

8.2 Request to Purchase: \$487,046, CDW-G (\$390,589) & WZC Networking, LLC (\$96,457)

Wireless Network Replacement

8.3 Monthly Financial Report

Motion by Juby, second by McCormick, to approve the above-listed items 8.1-8.3. On roll call, Ayes, four (4), Egan, Juby, McCormick, Grosso. Nays, none (0). Absent, three (3), Lamb, Nowak, Stith. Abstained, none (0).

9. PUBLIC COMMENTS

Per Board Policy 0167.3, Section C, Attendees wishing to speak at the Board meeting must register their intention to participate in the public portion(s) of the meeting upon their arrival at the meeting. Complete the form found in the Welcome to Our Meeting brochure (print legibly) and give it to the Presiding Officer or the Recording Secretary before the meeting is called to order.

None.

10. BOARD MEMBER COMMENTS AND REPORTS

Policy Committee, Finance Committee, Boundary Task Force, Communications Task Force, Facilities Task Force, Technology Task Force, Joint PTO, Geneva Academic Foundation, Geneva All-Sports Boosters, Geneva Music Boosters, Geneva High School Theater Boosters, GEARS, K-12 Discipline Committee, Geneva Coalition for Youth, PRIDE, Fox Valley Career Center, IASB/Legislative, IASB Kishwaukee Governing Board

A Board member attended the Theater Boosters meeting. At GHS, they are currently working hard on their spring musical “Beauty and the Beast”, which will run from March 14 -16. This is the first year tickets will be sold online. A Board member attended the “Community Connections” meeting at Harrison last week as part of identifying new strategies and approaches to learning and teaching at the school. Excited with the process and they sought feedback from staff, students and parents. One Board member will be in Springfield this week for the Leadership Summit, where they will have the opportunity to talk with legislators. Board members attended the PTO meeting at Fabyan. There was good conversation, and they encouraged attendees to attend Board meetings. The insurance meeting was collaborative, and we were able to look at data and how it’s trending. The O&M meetings have a great group of people that we don’t get to see very often. These are the people, that when I’m in a building for something not Board related, and I hear repeatedly from people outside of our district saying how nice our buildings are and how kind our custodians are, it makes me feel good. Board members attended a preliminary staffing meeting, which they were happy to participate in. The Insurance Committee is made up of all employee groups, which will collaborate to determine what plans will be used by the district. This is the first year of implementation.

11. NOTICES / ANNOUNCEMENTS

12. EXECUTIVE SESSION TO CONSIDER MATTERS PERTAINING TO COLLECTIVE NEGOTIATING MATTERS BETWEEN THE PUBLIC BODY AND ITS EMPLOYEES OR THEIR REPRESENTATIVES [5 ILCS 120/(c)(2)]; THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY OR LEGAL COUNSEL FOR THE PUBLIC BODY [5 ILCS 120/2(c)(1)]. (Bylaw 0167.2)

At 8:24 p.m., motion by McCormick, second by Egan, to go into executive session to consider matters pertaining to collective negotiating matters between the public body and its employees or their representatives; the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body. On roll call, Ayes, four (4), Egan, Juby, McCormick, Grosso. Nays, none (0). Absent, three (3), Lamb, Nowak, Stith. Abstained, none (0).

At 9:01 p.m., the Board returned to open session.

**13. POSSIBLE ACTION FOLLOWING EXECUTIVE SESSION
- Possible Dismissal of Grounds Employee (Employee A)**

Motion by McCormick, second by Egan, to approve the termination of the employment of Chad Lovig, Geneva 304 grounds worker effective February 25, 2019, and to mandate that his current 10-day suspension be without pay. On roll call, Ayes, four (4), Egan, Juby, McCormick, Grosso. Nays, none (0). Absent, three (3), Lamb, Nowak, Stith. Abstained, none (0).

14. ADJOURNMENT

At 9:02 p.m., motion by McCormick, second by Juby, and with unanimous consent, the meeting was adjourned.

APPROVED _____
(Date)

_____ PRESIDENT

SECRETARY _____

_____ RECORDING SECRETARY