

Achieve Excellence and Empower Students to Succeed

Educate and prepare students with the **KNOWLEDGE, SKILLS,** and **PERSONAL QUALITIES** to be productive citizens.



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, April 13, 2026, at 7:00 p.m. at Coultrap Educational Services Center, 227 North Fourth Street, Geneva, Illinois.

1. CALL TO ORDER (Policy 2:220)

1. Roll Call
2. Welcome
3. Pledge
4. Reminder to sign attendance sheet

Board members present: Molly Ansari, Policy Committee Chair Stephanie Bellino, President Larry Cabeen, Dan Choi, Vice President/Finance Committee Chair Jackie Forbes, Willard Hooks. Late: None. Absent: Paul Radlinski.

The President welcomed everyone, and led the Pledge of Allegiance.

District staff present: Tom Rogers, Principal Geneva High School; Lauri Haugen, Principal Fabyan Elementary School; Matt Johnson, Director of Transportation; Todd Latham, Assistant Superintendent Business Services; Shonette Sims, Assistant Superintendent Learning & Teaching; Adam Law, Assistant Superintendent for Personnel Services; Dr. Andy Barrett, Superintendent.

Others present: Kevin Nelson, Kevin Ibach, Stasia Brogan, Melissa Nilles, Matt Ramsdell, Amber Maloni, Kristin McGahan, Shea Bubeck, Le Nguyen, Kristi Capo, Tracey Smith, Erin Cosky, Merritt Nemcek, Marcus & Wendy Rothaar, Jason Flaks, Pamela Doll, Heather Kuczora, Nora Burke, Ellie Capo, Hanna Cosky, Eliana Flaks, Vivian Flaks, Ryker Nguyen, Skyla Rothaar, Morgan Smith, Ryan Mandel, Camden Nilles, Addy Maloni, Eli Nelson, Jacob Bubeck, Haddie McGahan, Valentina Salerno, Dimple Salerno, Harper Ibach, Evelyn Kuczora, Taylor Brogan, Cathy Fuller.

2. APPROVAL OF MINUTES (Policy 2:220)

1. Regular Session, March 16, 2026
2. Executive Session, March 16, 2026

Motion by Forbes second by Hooks, to approve the above-listed minutes, items 2.1-2.2. On roll call, Ayes, six (6), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks. Nays, none (0). Absent, one (1), Radlinski. Abstained, none (0).

3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS

1. Viking Leaders: FES Students (Policy 6:330)

Student Council

Thomas Frye
Ryan Mandel
Camden Nilles
Connor Irwin

Jacob Bubeck
Haddie McGahan
Valentina Salerno
Lucas Wang

Corinne McFadden
Taylor Brogan
Finn Maruchau
Claire McFadden

Addy Malori
Jill Lotz
Frank Ramsdell
Rita Risler
Eli Nelson

Zoe Dusek
Chloe Corbin
Harper Ibach
Evelyn Kuczora

Oliver Van Wyhe
Morgan Bald
Max Sanchez
Aria Vaghani

2. Viking Leaders: GHS Key Club (Policy 6:330)

Key Club

Emme Anderson
Nora Burke
Ellie Capo
John Chang
Alexa Cosky
Hanna Cosky

Eliana Flaks
Vivian Flaks
Amelia Fuhrman
Reese Gimre
Mariana La Voy
Stenar Lubben

Ray Manorotkul
Ryker Nguyen
Skyla Rothaar
Nicole Schofield
Morgan Smith

3. 2026-2027 Preliminary Transportation Budget – Matt Johnson
Director of Transportation Matt Johnson presented the 2026-2027 preliminary transportation budget. For 2026-2027, staffing will consist of office staff, bus drivers, bus monitors, and mechanics. The fleet will consist of 72-passenger propane buses, 72-passenger diesel buses, 30-passenger buses, 27-passenger buses, 21-passenger buses with lifts, and activity buses. Revenue is projected to be \$4,484,245, which will come from property taxes, interest income, rider fees, bus sales, state transportation, and claim reimbursements. Expenditures are projected to be \$4,685,533, which will include salaries, benefits, professional services, supplies/materials, capital purchases, other services, contingency, and non-capital. The Transportation Department applied to the Illinois Propane Association for a rebate and received a \$20,000 rebate on bus purchases. They will continue to finalize salaries and benefits, fund balances, and bus purchases and sales.

Board comments, questions, concerns: How often do you replace an engine on a bus? (We have not yet had to, but we have had two transmissions go out.) Are you anticipating any engines going out on the propane buses? (No, but if one did, they are under a five-year warranty.)

4. PUBLIC COMMENTS

(PRESS Policy 2:230) *Per Board Policy 2:230, attendees wishing to formally address the Board must register their intention to participate in the public portion(s) of the meeting upon their arrival at the meeting. Complete the form 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.

5. LEGISLATIVE UPDATES

Board Member Code of Conduct #8 - "I will be sufficiently informed about and prepared to act on the specific issues before the Board, and remain reasonable knowledgeable about the local, State, national, and global education issues."

Jackie Forbes shared that April 17 is the deadline that the General Assembly has given themselves for any bills that have not been voted on by the higher chamber and will not move forward in the legislative process. If they do make it past that deadline they get voted on by the Chamber and then they will move over to the opposite Chamber. If you are following IASB legislative updates, they are tracking a few bills. One to watch is HB 4416, which is regarding unemployment insurance for educational support personnel. It continues to move forward, but they are still trying to work on some language.

6. SUPERINTENDENT'S REPORT (Policy 3:40)

The Superintendent shared that we had a great spring break and we are now in the home stretch. It is state testing season, and elementary and middle school students will be taking the Illinois Assessment of Readiness soon and the high school they will be taking the ACT. We are lucky to have ongoing collaboration with our community partners. We had first responders come to a training session that was held at our transportation department on how to handle propane buses during an emergency. We are also working very closely with the City of Geneva, The Geneva Public Library, and the Geneva Park District. There is also valuable and ongoing collaboration with our staff as we work with different groups on their contracts/working agreements.

7. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

1. 2026-2027 Preliminary Resource/Textbook Adoption (Policy 6:40)

Assistant Superintendent Shonette Sims reviewed the curriculum that was presented at the last meeting, which includes HMH Into Reading for the elementary schools and texts for new courses, additional novels for English courses, roll up of previously adopted curriculum for French, new dual credit texts, and added resources for previously approved courses at the high school. She is asking that the board vote to approve this curriculum.

Board comments, questions, concerns: You are proposing books for German, which was a topic of discussion last year. What happens if the enrollment drops in the future and this course no longer exists? (It is our understanding from staff is that these are updated textbooks with additional resources that we currently do not have. This would make German more equitable to Spanish and French and offer resources that they have not had.)

Motion by Choi second by Bellino, to approve the above-listed, item 7.1. On roll call, Ayes, six (6), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks. Nays, none (0). Absent, one (1), Radlinski. Abstained, none (0).

2. Annual Resolution for Dismissal: Part-time and Select Educational Support Personnel (Policies 5:200 & 5:290)

Assistant Superintendent Dr. Adam Law shared that this is an annual process to make sure that we are appropriately staffed for the next school year. This decision is made based on enrollment numbers. As numbers are finalized, we may be able to bring staff back.

Motion by Cabeen second by Forbes, to approve the above-listed resolution, item 7.2. On roll call, Ayes, six (6), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks. Nays, none (0). Absent, one (1), Radlinski. Abstained, none (0).

3. Annual Resolution for Dismissal: Part-time and Select Certified Staff (Policies 5:200 & 5:290)

Assistant Superintendent Dr. Adam Law shared that this is an annual process to make sure that we are appropriately staffed for the next school year. This decision is made based on enrollment numbers. As numbers are finalized, we may be able to bring staff back.

Motion by Cabeen second by Forbes, to approve the above-listed resolution, item 7.3. On roll call, Ayes, six (6), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks. Nays, none (0). Absent, one (1), Radlinski. Abstained, none (0).

4. Resolution for Dismissal: Reduction in Force (Policies 5:200 & 5:290)

Motion by Cabeen second by Hooks, to approve the above-listed resolution, item 7.4. On roll call, Ayes, six (6), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks. Nays, none (0). Absent, one (1), Radlinski. Abstained, none (0).

8. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION

1. Support Staff Classification and Compensation Study

Assistant Superintendent Dr. Adam Law shared information on an ongoing project related to support staff that fell under the Support Staff Working Agreement. This project was a result of the last working agreement, in which they were looking for a way to restructure the support staff and align their compensation. AJ Gallagher was hired to help conduct a comprehensive review of employee compensation to ensure pay practices remain competitive, equitable, and aligned with organizational needs. Since the kickoff in August of 2025, we have collected job data, validated job data, looked at market data, drafted job descriptions, updated the structure, and aligned employees. The next step will be to implement this project and continue ongoing maintenance. Overall, the district is about 7.2% below market median from a base pay perspective and 1.6% above the 25th percentile. Most classifications were within the market median, and only nine classifications were more than 15% below market median. The evaluation revealed six structural changes that could limit their ability to continue to be competitive, equitable, and transparent. Based on those findings, they were able to build a structure that consists of thirteen grades. In year one of implementation all employees will receive a pay increase, some will receive a years of service adjustment, and some will receive increases to bring them up to the minimum. In year two, all employees will receive a baseline percentage raise.

9. INFORMATION

1. Board Meeting/Presentation Schedule (Policy 2:220)
2. FOIA Requests & Board Correspondence (Policy 2:250)

10. CONSENT AGENDA

1. Personnel Report: Resignations, Retirements, Leave Requests, Changes in Assignment/FTE, New Hires (Policies 3:50, 5:200, 5:280)
2. Mid-Valley Special Education Cooperative Classroom Use Agreement
3. Northwestern Illinois Association Service Agreement
4. Gifts, Grants, Bequests: \$1,100, Kane Excellence in Education Partnership, for teacher "Wish List" items (Policy 8:80)
5. Gifts, Grants, Bequests: \$3,000, Gene Haas Foundation, for GHS Robotics Club (Policy 8:80)
6. 2025-2026 Board Meeting Calendar Update
7. 2026-2027 Student Fees (Policy 4:140)

Motion by Forbes second by Choi, to approve the above-listed, items 10.1-10.7. On roll call, Ayes, six (6), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks. Nays, none (0). Absent, one (1), Radlinski. Abstained, none (0).

11. BOARD MEMBER COMMENTS AND REPORTS

Board members congratulated students who were recognized tonight for their service. It is encouraging to see students embracing being a part of something bigger than themselves. Thank you to those that presented tonight. You always share valuable information. Thank you to those that worked on the Support Staff Working Agreement. The Policy Committee met tonight and there are several policies coming forward for review. The Theater Boosters are meeting tonight and are preparing for their spring musical "Chicago" April 23-25. You can enjoy a dinner between the two shows on Saturday, April 25, as well as tours of the school. The Intergovernmental Task Force met, and we learned more about our Geneva partners and what they are doing. Board members were part of the GEA meeting that took place last week. Good luck to students during testing.

12. NOTICES / ANNOUNCEMENTS

13. EXECUTIVE SESSION TO CONSIDER MATTERS PERTAINING TO COLLECTIVE NEGOTIATING MATTERS BETWEEN THE PUBLIC BODY AND ITS EMPLOYEES OR THEIR REPRESENTATIVES, OR DELIBERATIONS CONCERNING THE

SALARY SCHEDULES FOR ONE OR MORE CLASSES OF EMPLOYEES [5 ILCS 120/2(c)(2)]; APPOINTMENT, EMPLOYMENT, COMPENSATION, OR DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC INDIVIDUALS WHO SERVE AS INDEPENDENT CONTRACTORS IN A PARK, RECREATIONAL, OR EDUCATIONAL SETTING, OR SPECIFIC VOLUNTEERS OF THE PUBLIC BODY OR LEGAL COUNSEL FOR THE PUBLIC BODY, INCLUDING HEARING TESTIMONY ON A COMPLAINT LODGED AGAINST AN EMPLOYEE, A SPECIFIC INDIVIDUAL WHO SERVES AS AN INDEPENDENT CONTRACTOR IN A PARK, RECREATIONAL, OR EDUCATIONAL SETTING, OR A VOLUNTEER OF THE PUBLIC BODY OR AGAINST LEGAL COUNSEL FOR THE PUBLIC BODY TO DETERMINE ITS VALIDITY. HOWEVER, A MEETING TO CONSIDER AN INCREASE IN COMPENSATION TO A SPECIFIC EMPLOYEE THAT IS SUBJECT TO THE LOCAL GOVERNMENT WAGE INCREASE TRANSPARENCY ACT MAY NOT BE CLOSED AND MUST BE OPEN TO THE PUBLIC AND POSTED AND HELD IN ACCORDANCE WITH THE ACT [5 ILCS 120/2(c)(1)]; THE SETTING OF A PRICE FOR SALE OR LEASE OF PROPERTY OWNED BY THE PUBLIC BODY [5 ILCS 120/2(c)(6)]. [5 ILCS 120/2(c)(11)] (Policy 2:220)

At 8:28 p.m., motion by Bellino, second by Choi, to go into executive session to collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning the salary schedules for one or more classes of employees; appointment, employment, compensation, or discipline, performance, or dismissal of specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer public body or against legal counsel for the public body to determine validity. However, a meeting to consider an increase in compensation to a specific employee that is subject to the local government Wage Increase Transparency Act may not be closed and must be open to the public and posted and held in accordance with this Act; the setting of a price for sale or lease of property owned by the public body.

At 9:30 p.m., the Board returned to open session.

14. ADJOURNMENT

At 9:31 p.m., motion by Bellino second by Hooks and with unanimous consent, the meeting was adjourned.

APPROVED _____ PRESIDENT
(Date)

SECRETARY _____