



**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, May 22, 2017, 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, Finance Committee Chair Dave Lamb, Mike McCormick, Vice President Kelly Nowak, Mary Stith, President Mark Grosso. Late: None. Absent: None.

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

District staff present: Kristy Poteete-Kriegermeier, Communications Coordinator; Scott Nye, Director Facility Operations; George Petmezas, Principal Mill Creek Elementary; Brenna Westerhoff, Principal Harrison Street Elementary; Dr. Julie Dye, Principal Williamsburg Elementary; Darcy Thompson, Principal Fabyan Elementary; Reed Allison, Dean of Students Geneva High School; Tom Rogers, Principal Geneva High School; Dr. Andy Barrett, Assistant Superintendent Teaching & Learning; Dr. Adam Law, Assistant Superintendent Personnel Services; Dr. Kent Mutchler, Superintendent.

Others present: Cindy Whitley, Doug Lassiter, Jenny Waldchen, Dawn Lutz, Pam Viverito, David Brandt, Joanne Green, Nancy Koehn, Catherine Windl, Nancy Krasinski, Louise Grissinger, Nancy Vanden Akker, Laura Fisher, Becky Rogalla, Heidi Gibbons, Gretchen Weber, Sheri Heiss, Michelle Johnson, Ann Janson, Jill Schwartz, Maggie Byrum, Jane Hinchman, Lynn Warner, Terri Helfers, Dena Fischer, Liane & Kara Warcup, Mary Ann Stearn, Karen & Jack Brandt, Karen Tatlock, Cathy Carrino, Leslie Adam, Nilan Patel, Karen Baumgartner, Lynn Higgins, Belanger Family, Brolly Family, Elizabeth Heseck, Cathy Fechner, Amy Pierue, Kelly & James Whitley, Jan & Jill Van Der Meij, Willem Van Der Meij, Diane Venneri, Sarah Mozden, Donna Falk, Jack Brandt, Collin Weber, David Baier.

2. APPROVAL OF MINUTES (Bylaw 0168.1)

- 2.1 Regular Session, May 8, 2017
- 2.2 Executive Session, May 8, 2017

Motion by McCormick, second by Nowak, to approve the above-listed minutes, items 2.1-2.2. On roll call, Ayes, seven (7), Egan, Juby, Lamb, McCormick, Nowak, Stith, Grosso. Nays, none (0). Absent, none (0). Abstained, none (0).

3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARING

- 3.1 Tradition of Excellence Award: Geneva High School Students (Policy 5451)

ICTM State Math Qualifiers

State Qualifiers

| | | |
|-----------------|------------------------|---------------------|
| Allyson Barrett | Christopher Hall | Colin Petit |
| Emily Belanger | Joshua Hartsock | Jackson Poythress |
| Jack Brandt | Noah Hood | Willem Van Der Meij |
| Grace Brolly | Alexander Lindenfelser | Brian Wagner |
| Colleen Cahill | Avery Moore | Kara Warcup |
| Reese Gosain | Sarah Mozden | Collin Weber |
| | Nilan Patel | |

3.2 Recognition of Geneva CUSD 304 Retirees

Retirees

| | | |
|--------------|-------------------|-----------------|
| David Baier | Joanne Green | Nancy Krasinski |
| Laura Fisher | Louise Grissinger | Mary Ann Stearn |
| | | Diane Venneri |

4. 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.

A member of the GSSA shared that there is a sign outside the main office of Geneva High School that reads, "Treat others as you would like to be treated". She is disappointed in the Board's treatment of paraprofessionals seeking a fair contract. As a long-time member of the Geneva community, I expected that the School Board would be willing to negotiate a fair contract in a timely manner. The paraprofessionals pay in our district is in the bottom ten percent in all of Kane County, with an average annual salary of just over \$15,000 per year. For employees seeking health insurance, our surrounding districts pay a higher portion of the premiums year round. High school paraprofessionals are scheduled all seven periods of the day, work in many different classrooms, must know curriculum content, must assist with testing and much more. When we are short subs and fill in, paraprofessionals are not paid as much as a sub. As the Superintendent and Board, is this how you would like to be treated in your job?

A retired teacher shared that she was compelled to support the paraprofessionals, because they have supported her in the classroom for so many years. They plan, organize lockers, sit by students, make observations that teachers cannot see, listen, help clarify, add humor and dimension to instruction and so much more. The paraprofessional she had the privilege to work with makes just \$15 an hour and pays out of pocket for health insurance two months out of the year. In comparison, a Wal-Mart employee makes \$13.58 an hour along with a health plan for checking out customers and stocking shelves. The compensation that the District provides is locally inadequate for the services a paraprofessional gives. Some paraprofessionals earn as little as \$11.50 an hour. As a newly retired teacher, I appreciate the District's efforts to keep costs down, but it is important to establish priority. The money spent on the people that effect our students lives will have a far greater return than money spent on buildings, grounds, supplies and technology.

A teacher from Williamsburg Elementary shared that she could not do her job without the assistance of a paraprofessional. Research shows that teachers are the most important part of the classroom and that paraprofessionals are just an extension of the teachers. How is it, that we are not treating them with the respect that they justly deserve? Ultimately, this job is about people and that is what students will remember. Please consider doing the right thing, and giving our paraprofessionals what they truly deserve. The treatment of our paraprofessionals is wrong and discriminatory.

Another member of the GSSA shared that she is proud to be Geneva 304 parent, as well as an employee. She feels she is as passionate and dedicated as teachers when working with students, and does not take her job lightly. Teachers and students both receive 110% from her, each day. She would like to think that she is valued for what she does by being fairly compensated and by receiving

equal benefits, just as any hardworking employee would.

5. SUPERINTENDENT'S REPORT (Policy 1210)

The Superintendent shared that, with the end of the year, we are not just closing the current year, but also starting the process for opening the doors for a new year. Not only have we been very involved with the retirees, but we have also started the hiring process for next school year. This is the last week for our seniors, who will be taking their finals this week, coming to fruition with commencement on Sunday. Commencement has a great deal of Tradition of Excellence involved in it, so we are hoping to give them a good sendoff for success. Eighth grade promotion is on Friday, June 2. While we are sorrowfully watching our seniors leave, we are also bringing in our eighth graders as freshman for next year. We are also busy lining up activities for the summer and would like to thank Dr. Andy Barrett and Shonette Sims for their work in putting together the professional development plans for this summer. Also, a thank you to our custodial, grounds and maintenance crews for their work in preparing for projects to get our buildings ready for the next school year.

6. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

- 6.1 Policy Updates-Second Reading (Bylaw 0131.1)
 - 6.1.1 Policy 6152.01, Waiver of School Fees, REVISED
 - 6.1.2 Policy 7100, Facilities Planning, REVISED
 - 6.1.3 Policy 7217, Weapons, REVISED
 - 6.1.4 Policy 8330, Student Records, REVISED
 - 6.1.5 Policy 8410, Threat Assessment and Intervention, REVISED

Motion by Stith, second by McCormick, to approve the above-listed policies, items 6.1.1 - 6.1.5, with noted changes to Policy 8410. On roll call, Ayes, seven (7), Juby, Lamb, McCormick, Nowak, Stith, Wilson, Grosso. Nays, none (0). Absent, none (0). Abstained, none (0).

7. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION

- 7.1 Board Meeting/Presentation Schedule

The Superintendent shared that the Board continues to make changes as necessary and hopes that the community will continue to watch for future agenda items that might be of interest to them. This planning document does change regularly.

8. INFORMATION

- 8.1 3rd Quarter Review of Finances

9. CONSENT AGENDA (Bylaw 0166.1)

- 9.1 Monthly Financial Reports & Interfund Transfers
- 9.2 Personnel Report: Resignations, Retirements, Leave Requests, Changes in Assignment/FTE, New Hires (Policies 1520, 3120, 4120)

New Hires Certified Staff

Favela, Linnea, GELP, Social Worker, .30 FTE, effective 8/21/17

Griffin, Abby, GHS, English, 1.0 FTE, effective 8/21/17

Kelly, Megan, GHS, Art, 1.0 FTE, effective 8/21/17

Kramer, Katherine, WES, Grade 5, 1.0 FTE, effective 8/21/17

Tucholski, Kristin, WAS, Grade 1, 1.0 FTE, effective 8/21/17

Family and Medical Leave Certified Staff

Glinke, Mary, GHS, Math, 1.0 FTE, effective 5/10/17-6/5/17

Lawrence, Julie, GHS, Music-Instrumental, 1.0 FTE, effective 8/21/17-9/13/17

New Hires Support Staff

Rossell, Douglas, All, Grounds, 12 month, effective 5/16/17

Wiedenkeller, Mallory, GELP, Administrative Assistant, 12 month, effective 5/23/17

Resignations Support Staff

Rantis, Gina, GMSN, Special Education Assistant, 9 month, effective 6/5/17

Trierweiler, Katherine, FS, Special Education Assistant, 9 month, effective 6/5/17

Reappointments/Reclassifications Support Staff

Flahaven, Kevin, CO, from District Network Technician 12 month to District Client Services

Coordinator 12 month

Retirement Support Staff

Holycross, Rhonda, GMSS, Reading Lab Assistant, 9 month, effective 6/5/17

Stephan, Karen, GMSS, Administrative Assistant, 12 month, effective 8/3/17

Resignations Administrators

Thompson, Darcy, FES, Principal, 1.0 FTE, effective 6/30/17

Summer Grounds Staff

| | |
|-------------------|--------------------|
| Bastin, Aaron | Hahns, Stephan |
| Belon, Marc | Hostman, AJ |
| Carli, Jacob | Mutchler, Nicholas |
| Dahlberg, Adam | Price, Emma |
| Elmendorf, Ryan | Rinne, Matthew |
| Enneking, Joseph | Roskamp, Samuel |
| Frieseman, Stefan | Sims, Zachary |
| Grubaugh, John | |

GHS Summer School Session 1

Dagres, Kathryn, English Workshop

Clark, Tyler, History Workshop

Heinrich, Holly, Special Ed Facilitator

Toldness, Kristine, Computer Keyboarding

Schaus, Jon, Driver Education

Hennig, Scott, Driver Education

Ochsner, Al, Cartooning Art

Warren, Tricia, Career Awareness: Healthcare/Career Awareness: Engineering

Bailey Cole, Brittany, Special Education Assistant

GHS Summer School Session 2

Dagres, Kathryn, English Workshop

Japlun, Ken, History Workshop

TBA, Special Ed Facilitator

TBA, Algebra Bridge

Bailey Cole, Brittany, Special Education Assistant

Geneva Early Learning Program-Extended School Year

Esparza, Clarissa, Speech Language Pathologist

Dirck, Jessica, Special Education Teacher

Falls, Megan, Special Education Teacher

Patterson, Thalia, Special Education Assistant

Jessup, Tammy, Special Education Assistant

Delabar, Barb, Special Education Assistant

Peruba, Karen, Special Education Assistant

9.3 Bid Summary/Award: \$83,343, Vortex Commercial Flooring, to replace flooring at GHS

9.4 RFP Summary/Award: for phone system replacement

9.5 Geneva CUSD 304 Bus Drivers Agreement

Motion by Egan, second by Nowak, to approve the above-listed items, 9.1-9.5 as presented. On roll call, Ayes, seven (7), Egan, Juby, Lamb, McCormick, Nowak, Stith, Grosso. Nays, none (0). Absent, none (0). Abstained, none (0).

10. COMMENTS FROM THE PUBLIC ON BOARD OF EDUCATION ACTION

11. 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

Board members attended the recent Music Boosters meeting, where the committee is finishing their year. Volunteer numbers have been up and they are doing very well. The Boosters committed to contributing \$1,000 per year for uniform replacements. This has been such an exceptional year, that they contributed \$5,000 towards uniform replacements. For this year's wreath sales, the Boosters will

be using Push Coin. They are also looking for a vice-president, so if you are interested please let us know. We are still eagerly awaiting to hear about school finance funding. An interactive map was sent to all Board members that explains the data on House Bill 2808, that is Will Davis' education based model. We would like to give a shout out to the boys from our middle schools that, when asked to help with the Knuckle, jumped right in to help. It is exciting to see them modeling our banner. One Board member was in Springfield last week for the IASB Board of Director's meeting. It was announced that Roger Eddie will be retiring next year and our Board member was selected to be part of the interview process for a new candidate. Ben Schwarm is our legislative liaison in Springfield, and he talked about what was going on. The mandate relief is still being tied to a referendum. They are coming out with a tool kit in light of our legislators saying we need to tell Springfield to do something. The tool kit will include things like legislative letters and press statements. Secretaries have now become Administrative Professionals, and there will now be an Administrative Professionals workshop in the fall instead of a secretary's workshop. This past week, we had the opportunity to thank our PRIDE volunteers who are retired individuals that volunteer to work with our students. If you know anyone that would like to be a PRIDE volunteer, please let us know. One Board member visited Harrison Street School where they were able to see our new kindergarten reading program in action. It was exciting to see the progress the kindergartners are making and the confidence it gives them. A Board member attended the 5th grade music program at Western Avenue and the music program at Mill Creek where it was exciting to see the work teachers are doing with their students. Post prom was a huge success. It was great to have so many parents come together to offer a safe but fun evening for our students. The Communications Task Force met today, and is continuing to brainstorm ideas for community engagement where we have made strides over the past couple of years. The task force is looking for a new community liaison, so if you are interested please let us know.

12. NOTICES / ANNOUNCEMENTS

13. 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)]; STUDENT DISCIPLINARY CASES [5 ILCS 120/2(C)(9)]. (Bylaw 0167.2)

At 8:09 p.m., motion by McCormick second by Stith, 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; student disciplinary cases. On roll call, Ayes, seven (7), Egan, Juby, Lamb, McCormick, Nowak, Stith, Grosso. Nays, none (0). Absent, none (0). Motion carried unanimously.

At 10:08 p.m., the Board returned to open session.

14. POSSIBLE ACTION FOLLOWING EXECUTIVE SESSION

14.1 Disciplinary Action – Student A

Motion by Juby, second by Stith, to approve the administrations above-listed disciplinary action for Student A, 14.1 as presented. On roll call, Ayes, six (6), Egan, Juby, Lamb, McCormick, Stith, Grosso. Nays, none (0). Absent, none (0). Abstained, none (0).

15. ADJOURNMENT

At 10:10 p.m., motion by McCormick, second by Juby, and with unanimous consent, the meeting was adjourned.

APPROVED _____
(Date)

_____ PRESIDENT

SECRETARY _____

_____ RECORDING
SECRETARY