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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 Tuesday, October 14, 2025, 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, Paul Radlinski. Late: None. Absent: None.

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

District staff present: George Petmezas, Director Learning & Teaching; Todd Latham, Assistant Superintendent for Business Services; Shonette Sims, Assistant Superintendent Learning & Teaching; Dr. Adam Law, Assistant Superintendent for Personnel Services; Dr. Andy Barrett, Superintendent.

Others present: Jason Lesatz, Pat Sweeney, Ame Kazmer, Cathy Fuller, Cheryl Deany, Brooke Helmlinger, Wendy Miller, Dawn Gates, Colette Titus, Christina Kovarik, Shari Klatt, Kelli Kafka, Valerie McDonald.

2. APPROVAL OF MINUTES (Policy 2:220)

1. Regular Session, September 22, 2025
2. Executive Session, September 22, 2025

Motion by Choi second by Bellino, to approve the above-listed minutes, items 2.1-2.2.

On roll call, Ayes, six (6), Bellino, Cabeen, Choi, Forbes, Hooks, Radlinski. Nays, none (0). Absent, none (0). Abstained, one (1), Ansari.

3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS

1. Career Pathways – GHS Staff & Students

Staff and students from Geneva High School shared information on the GHS Career Services Center. The career center offers many services. Students can receive an individual consultation, followed by career exploration, and job opportunities. Staff will assist with resume and cover letters, do mock interviews, assist with LinkedIn and social media. Students can job shadow, attend career fairs, find internships, and attend field trips that explore various careers. During the fall semester, sophomores have mandatory PLC where they are introduced to Naviance, which is a college career readiness planning tool that assists with career exploration. Each year there is a Career Café Event where professionals from a wide variety of industries share their career journeys with students. There is also the Senior Career Internship Program designed for the focused senior who can dedicate two periods to an internship.

Senior, Valerie McDonald, shared information about her internship with the Kane County States Attorney's Office.

Board comments, questions, concerns: What percentage of graduating students have taken advantage of your program? (At some point, all students because it is required.) How do you keep students motivated with AI taking over some of these career choices? (It is understanding how AI can change the career path they have chosen.) Most of our students will go on to a higher education but there will be that percentage of students that will need to get a job right out of high school. What are we doing for those students? (We look at what vocational training is out there. Students meet with their counselors so maybe we can detect those students who are not going to go down that college pathway. During the Career Cafés we are mindful of the professionals we bring in to make sure that they do not all require a four-year degree.) Have we considered a job fair for that group that choose to get a job right out of school, so that they can find these jobs easier? (We just talked with a representative from Junior Achievement about this. We are looking at how we can partner this year.) Do students that are not part of FVCC but are Geneva high school students get to attend the job fairs through FVCC? (It is typically just the FVCC students.)

2. Cultural Competencies Update – George Petmezas

George Petmezas shared that last fall he and a group of educators met as part of the strategic plan to discuss cultural competencies. The definition of culture is the shared beliefs in values and traditions of particular groups. There are forty-seven different languages spoken in our homes other than English. There are many types of cultures, and one is disability culture. We have over 800 students identified and supported through an Individualized Education Plan (IEP) with a wide range of disabilities. There is also the homeless culture. We also have socioeconomic low income and homelessness. We have 150 students that have English as their second language. These are students and families trying to hold on to their own cultures and values. There are things that we do not track and you will not find on our enrollment form, such as faith practices, familial structure, identity, customs/traditions, values/beliefs, and other lived experiences. Current and past practices that align with our goal include assemblies, field trips, guest speakers, novel studies, curriculum resources, art/music/PE, and community partnerships. We continue to coordinate and plan for newly identified opportunities for growth and development. We have partnered with the Geneva Public Library in hopes of having a community wide cultural fair with them this year and we are starting to identify some common resources that we can have in all our schools. We also hope to promote awareness and engagement with our cultural competency efforts by highlighting ongoing activities and new initiatives. To best prepare our students for the world that exists beyond our schools and community we need to deepen engagement in cultural competency, celebrate, and understand our differences, and create meaningful opportunities to connect.

3. FY2026 Budget Fund Balance Transfers Hearing (Policy 4:10)

1. President Convenes Public Hearing

At 7:44 p.m., the hearing convened.

2. Public Hearing Agenda

Todd Latham shared that the board must approve a plan that allows the district to transfer funds. This year we would like to move funds from the Education Fund to the O&M Fund and the O&M Fund to the Capital Projects Fund. This will be voted on later in the meeting.

3. Comments/Questions from the Board of Education

None.

4. Comments/Questions from the Public

None.

5. President Closes Hearing

At 7:46 p.m., the hearing closed.

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 the Illinois General Assembly is in veto session beginning today. They do not generally do a lot of business in veto session, but they will be doing more in this session. She also shared how to look up your legislators by going to ilga.gov.

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

The superintendent shared that it is Boss' Week, and he is lucky to have the Board as his boss. He talked about homecoming week, and what a beautiful day for the parade. There has been growing participation in the parade and this year we had about half of our K-8 students absent or pulled out early to attend. As we look ahead to next year's calendar the Calendar Committee has discussed the possibility of a half day.

He shared about the partnership with the Geneva Public Library District (GPLD) that would provide GPLD library cards to Geneva 304 students and staff. The process would include establishing an Intergovernmental Agreement (IGA) to allow students to use their student IDs as their library card.

He also shared that we have eighty professional support staff who manage the core business services of the district, which include technology, health services, business services, human resources, and administrative support. This is a great team providing vital services for our district.

Lastly, parent/teacher conferences were last week, and he thanked the community and staff for their time and effort to prepare for these meetings.

Board comments, questions, concerns: Even though about half of our students attended the parade, there are still the other half of our students whose parents must work. We need to make sure that we keep our working parents in mind, especially if we do make it a half day. (We will make sure that we look at all moving parts when making our decision.) For conferences, is this different from what we have done in the past? Are we seeing better attendance from the parents or less? (What you might be referring to is that for a while we were holding conferences during Thanksgiving week. Elementary typically has a good turnout, but the high school had concerns that November was too late.) Why would there be an opt-out option for library cards? (I am not sure, but possibly because we would be sharing data.)

7. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

1. Board Action on Red Ribbon Week Resolution

Motion by Choi second by Forbes, to approve the above-listed resolution, item 7.1. On roll call, Ayes, seven (7), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks, Radlinski. Nays, none (0). Absent, none (0). Abstained, none (0).

2. Board Action on FY2025-26 Resolution to Transfer \$2,500,000 from the Education Fund to the O&M Fund (Policy 4:10)

Motion by Radlinski second by Choi, to approve the above-listed resolution, item 7.2.
On roll call, Ayes, seven (7), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks, Radlinski.
Nays, none (0). Absent, none (0). Abstained, none (0).

3. Board Action on FY2025-26 Resolution to Transfer \$6,800,000 from the O&M Fund to the Capital Projects Fund (Policy 4:10)

Motion by Forbes second by Ansari, to approve the above-listed resolution, item 7.3.
On roll call, Ayes, seven (7), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks, Radlinski.
Nays, none (0). Absent, none (0). Abstained, none (0).

8. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION

1. 2026-27 Draft School Calendar (Policy 6:20)

Shonette Sims shared two draft calendars for the 2026-27 school year. One calendar has a start date of August 17, 2026, and is a repeat of this year's calendar. This calendar would have us starting later than other districts around us and would create a significant imbalance in the semesters at the high school. It can be impactful for our students that participate in the Fox Valley Career Center (FVCC), because they would start the week before us. It also becomes a problem for our dual credit and semester-long courses. At the elementary level there is a preference for the later start-time due to areas in our buildings that are not air conditioned. The start date would also have an effect on when our teachers start. The second calendar draft has us starting a week earlier on August 10, 2026, which would align us with surrounding districts, and we would not need special transportation for the FVCC students. The semesters would be better aligned but would still have some impact on dual credit and semester-long courses. There is concern that with this earlier start the first year would have a shorter summer.

Board comments, questions, concerns: Something to consider would be the projects we will be doing this next summer and whether there would be enough time to complete them if we go with the earlier start. We do have students that take summer school courses, so starting earlier would be a concern. Activities would be starting earlier, like mid-July. If we are going to start earlier, then we need to get information out sooner. With the middle schools going to semesters how will this impact them? (They are going to make the semesters equal.) Maybe we could consider starting staff on a Wednesday and students on a Monday. Have you talked with educators about teaching semester courses and how it affects them? (Yes, and their preference is that it is as balanced as possible. The middle schools are going to balance the semesters, so it should not impact them.)

2. IASB Legislative Resolutions & Constitutional Amendments Review

Jackie Forbes presented the IASB resolution and constitutional amendments to the Board to review. The only resolution is the School Bus Safety Funding, which requires all newly purchased school buses to be equipped with 3-point seat safely belts beginning July 1, 2031. This is an unfunded mandate, so Sycamore School District researched the cost and estimated it would cost \$7,000-\$18,000 per bus. They suggested ways districts could possibly get funding, such as grants or bonds. The Resolutions Committee recommends that districts vote to adopt this resolution.

Board comments, questions, concerns: With our rotation of buses we go through and the timing of 2031, have we done an analysis to see where we would be when this time comes? (Todd Latham will look into this. The law says it is for newly purchased buses not retrofitting old buses.) What is the definition of new? (We will find out.) Is wearing the seat belt part of the law? (I do not believe so.) There are accidents with buses that involve students, but just how many accidents are there? If there are not many accidents, then it is kind of insignificant. Based on this resolution we would not get any assistance. (There are other options as well.) Would you be able to tell us which of these we might qualify for? (We will look into this.)

There were several constitutional amendments, and she asked that board members review them before the next meeting. She did not see anything that was concerning.

9. INFORMATION

1. Board Meeting/Presentation Schedule (Policy 2:220)
2. FOIA Requests & Board Correspondence (Policy 2:250)
3. 2025 Tax Year Levy

10. CONSENT AGENDA

1. Personnel Report: Resignations, Retirements, Leave Requests, Changes in Assignment/FTE, New Hires (Policies 3:50, 5:200, 5:280)
2. Gifts, Grants, Bequests: \$1,500, E. Ray Construction, for GHS athletics for team supplies, uniforms, other needs (Policy 8:80)
3. Gifts, Grants, Bequests: \$7,000, Geneva Feeder Basketball, scoreboards for GMSN (Policy 8:80)
4. 2025-2026 Board Meeting Calendar

Motion by Forbes second by Bellino, to approve the above-listed, items 10.1-10.4. On roll call, Ayes, seven (7), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks, Radlinski. Nays, none (0). Absent, none (0). Abstained, none (0).

11. BOARD MEMBER COMMENTS AND REPORTS

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

The Policy Committee met regarding suspension and expulsion policies, regarding hiring a hearing officer. Thank you to Jackie for her legislative report. Thank you to our staff for parent teacher conferences. The Technology Task Force met and talked about the library cards and the data that would be shared with the library. They also talked about some of the new systems that are coming. A board member attended the football game against Batavia but unfortunately, we did not win. Facilities Task Force met today, and they are doing a great job preparing for the projects that are coming. Bids have been submitted, and we will be opening those bids at the end of October. We are missing the Theater Boosters meeting tonight, but the fall play, Romeo and Juliet, will be November 13-15. Thank you to Valerie McDonald for sharing about her internship. The conversation on Career Counseling was great, and it is great to see that there is a path out there for all our students. There are many decisions that are being discussed, and the conversation is greatly appreciated. Thank you to all our presenters tonight. Board members attended the Homecoming Parade.

12. NOTICES / ANNOUNCEMENTS

13. EXECUTIVE SESSION TO CONSIDER MATTERS PERTAINING TO 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 [5 ILCS 120/2(c)(1)];
STUDENT DISCIPLINE CASES [5 ILCS 120/2(c)(9)]. (Policy 2:220)**

At 8:48 p.m., motion by Radlinski, second by Forbes, to go into executive session to consider matters pertaining to 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; student discipline cases.

At 10:06 p.m., the Board returned to open session.

14. POSSIBLE ACTION FOLLOWING EXECUTIVE SESSION

1. Student Discipline Review – Student A

Motion by Hooks second by Choi, that based upon and after the Board's consideration of the information presented at the suspension review held on October 14, 2025, the Board of Education finds that Student A committed acts of gross misconduct as described by the District's Administration, in violation of Board Policy 7:190, *Student Behavior*. More specifically, the Board finds that Student A *participated in gross misconduct*; and that the Board of Education upholds the one-day out of school suspension for each incident, from Geneva Middle School North. The Board finds that, based on information presented at the suspension review, his behavior poses a threat to school safety and/or a disruption to other students' learning opportunities. The Board finds that the one-day suspension imposed for the misconduct committed is appropriate to address the behavior with the goal of preventing it from re-occurring, item 14.1. On roll call, Ayes, seven (7), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks, Radlinski. Nays, none (0). Absent, none (0). Abstained, none (0).

15. ADJOURNMENT

At 10:09 p.m., motion by Ansari second by Radlinski and with unanimous consent, the meeting was adjourned.

APPROVED _____ PRESIDENT
(Date)

SECRETARY _____