

## 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, July 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, Dan Choi, Vice President/Finance Committee Chair Jackie Forbes, Willard Hooks, Paul Radlinski. Late: None. Absent: President Larry Cabeen.

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

District staff present: 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: Cathy Fuller, Brian & June Maher.

#### 2. APPROVAL OF MINUTES (Policy 2:220)

1. Regular Session, June 16, 2025
2. Executive Session, June 16, 2025

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

#### 3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS

1. 2025-26 Tentative Budget (Policy 4:10) – Todd Latham

Todd Latham presented the 2025-26 tentative budget sharing that the revenues for this budget come from local, state, and federal funding. The expenditures for this budget are salaries, benefits, purchased services, supplies/materials, capital projects, other objects, and non-capitalized equipment. This budget consists of the Education Fund, Operations & Maintenance Fund, Debt Service Fund, Transportation Fund, Retirement Fund, Capital Projects Fund, Working Cash Fund, Tort Fund, and Life Safety Fund. He shared a breakdown of revenues and expenses for each fund.

There is still potential for changes based on things like non-payment of taxes, enrollment, understaffing, market factors, and unforeseen breakages. Overall, the revenue is estimated at \$122,169,923 and expenditures are estimated at \$128,577,990. The estimated beginning fund balance is \$74,576,153 with an estimated ending fund balance of \$68,168,086. These balances reflect \$7,729,00 in fund transfers. The final budget will be brought in September for approval.

Board comments, questions, concerns: What is involved with the Alternative Learning Opportunities Program (ALOP) and why is that funding changing? (Some of it has to do with the available funds we receive. This is a program for our students who may be at risk, so we invest more dollars to retain them and have a higher graduation rate.) Is there a threshold where the funding changes for those students that are at risk in that program or is that a yearly allocation? (Yes, we get those funds from the ROE. Last year was the first year we got additional funding from the ROE for this program.)

#### **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.*

A community member shared his concerns regarding TIF 4. He talked about District 302, who is suing the Village of Sugar Grove due to discrepancies they found in The Grove development. [REDACTED] He shared that it does not seem as though District 304 is taking any action on this TIF. It has the same discrepancies that District 302 pointed out about their TIF. It is the duty of the Board of Education to look after their students and taxpayers. He is asking that the district review the information he shared with them and take action.

#### **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."*

None.

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

The Superintendent shared an update on the fire at Geneva Middle School North (GMSN). A carpet blower began to smoke early Friday morning, which engaged the fire alarm, closing all doors and alerting the Geneva Fire Department. The device caught fire and the heat from the flames engaged the sprinkler system. The fire was quickly extinguished, and restoration is underway. Thank you to our first responders and our O&M team.

Board comments, questions, concerns: Do we plan to check the other blowers in the district? (Yes.) Which building is older, North or South? (South.) Does South have the same systems in place? (Yes.)

He shared a summer work update that includes: capital projects are under way with no major concerns; we are moving forward with the next steps with our financial system; we are initiating a year-long transition with our Student Information System; there is ongoing curricular planning; and school startup activities have begun for the 2025-26 school year.

The board discussed at a previous meeting that the district may need to look at a new hearing process that would include a hearing officer. He asked for the board's thoughts on this.

Board comments, questions, concerns: A third party would be better because some of us have kids in the district. We have not had many hearings, so I am not sure a third party is necessary. If needed, a board member could remove themselves from the discussion. Maybe we only have a hearing officer when needed for certain cases. It would be nice to investigate the cost of having a hearing officer. We should also have a debriefing (checks & balances) after a hearing. Would this be something where the hearing officer would produce a recommendation? Would we still make a

decision? (The hearing officer would produce a recommendation, but the board has final say.) Is there a pool or qualifications for this type of officer? (Yes, and one benefit of a hearing officer is that it is typically someone with a legal background.) When the hearing is held will the board be in the room? (We will gather more information and come back to the board.) I am concerned about distancing ourselves further from this kind of decision making.

An update was shared on the potential annexation by Campton Hills. This would be a total of 900 units that would all attend Geneva 304. The timeline is 15-20 years, and we would expect hundreds of new students for Geneva 304. There have been ongoing discussions regarding this development with the Village of Campton Hills and the developer. We are seeking cash considerations in lieu of land and looking at how new students could impact the district. Negotiations with the developer remain ongoing and substantive progress is being made.

Board comments, questions, considerations: Are they talking about roads in the infrastructure or just water? (Both, but the water is the bigger expense to them.) The \$6,800 per permit happens regardless of the other bullet points, correct? (Yes.) And TIF or no TIF, would we still get our per pupil expenditure per student generated with the development? (Yes, that is what we would build into the agreement.) What is that amount? (It is just above \$19,000 per student.) So, the TIF will not affect us immediately, but it will down the road because it could go on for twenty plus years, so then our tax revenue will freeze at the amount it is this year, correct? (Yes, for whatever area is TIF'd. It could possibly slow the growth of that per pupil expenditure.) With the \$19,000 per student, if you have a family of three, it is roughly \$60,000 that is not paid by the family but instead by the city? (It is paid by the property tax they bring in. It does not go to the city. Our money would come out of the TIF fund.) How did we come to the \$6,800 per student? (We looked at the ordinance and did some research.) Have we looked at other districts around us to see what they done? (Yes.) Do we know how many school districts Campton Hills feeds into? (It is four or five.) Is this contiguous to Campton Hills? (It must be contiguous.) When are you looking to bring more to the board? (Possibly next meeting or sooner. We may need a special meeting.)

This new development would affect the demographic and capacity study, which was goal one in the Strategic Plan. New students would affect enrollment and staffing, so we are gathering new demographic data and considering the implications of a potential new development. There will be more information forthcoming in the fall.

Lastly, a reminder is that opening day is coming soon, and we would love board members to share a short video for our presentation.

## **7. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION**

1. 2025-26 Proposed Resource/Textbook Adoption (Policy 6:40)  
Shonette Sims shared that this is the recommendation for approval to purchase those materials for dual credit courses with the College of DuPage and Waubensee Community College.

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

## **8. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION**

1. Policy Updates: First Reading – **Updated, Reviewed & New** (Policy 2:240)
  1. Policy 2:260, Uniform Grievance Procedure – Updated
  2. Policy 2:265, Title IX Grievance Procedure – Rewritten

3. Policy 4:15, Identity Protection – Updated
4. Policy 4:80, Accounting and Audits – Updated
5. Policy 5:10, Equal Employment Opportunity and Minority Recruitment – Updated
6. Policy 5:20, Workplace Harassment Prohibited – Updated
7. Policy 5:60, Reimbursement Expenses – Updated
8. Policy 5:100, Staff Development Program – Updated
9. Policy 6:150, Home and Hospital Instruction – Updated
10. Policy 6:235, Access to Electronic Networks – Updated
11. Policy 7:10, Equal Educational Opportunities – Updated
12. Policy 7:20, Harassment of Students Prohibited – Updated
13. Policy 7:60, Residence – Updated
14. Policy 7:70, Attendance and Truancy – Updated
15. Policy 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment -Updated
16. Policy 7:185, Teen Dating Violence Prohibited – Updated
17. Policy 7:190, Student Behavior – Updated
18. Policy 7:200, Suspension Procedures – Updated
19. Policy 7:210, Expulsion Procedures – Updated
20. Policy 7:250, Student Support Services – Updated
21. Policy 7:255, Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence - New
22. Policy 7:270, Administering Medicines to Students – Updated
23. Policy 7:310, Restrictions on Publications; K-8 schools – Updated
24. Policy 7:315, Restrictions on Publications; High Schools – Updated
25. Policy 7:340, Student Records – Updated

These policies were reviewed by district administration and the Policy Committee. The main reason these policies were updated is due to changes in Title IX and policy 7:255, which is a new policy. Any questions regarding these policies should be directed to the Policy Committee Chair.

2. 2025-26 O&M 7-Year Capital Improvement Plan (Policy 4:10)

Todd Latham shared an update on the 2025-26 Capital Improvement Plan. This plan includes most of our buildings and includes projects like greenhouse glazing, drainage upgrades, parking lot paving, water heater replacements, masonry work, and mechanical repairs. The cost of these capital projects is estimated at \$8,161,026 and Life Health Safety is estimated at \$126,647. This plan will come back at a future meeting for approval, so that our staff can get started on selecting contractors for each project. He also shared that we are working on our 10-year Life, Health, Safety with our architects, which must be done every ten years.

Board comments, questions, concerns: The Facilities Task Force did this same thing last year when they had the Capital Plan approved early to get a jump start on hiring contractors. By doing this now, O&M can shorten the amount of time it takes to complete a project. When it comes to contractors, there are three things we should address, and they are air quality, lighting, and sound. Do you know if they are looking at these things? (Yes, they are.) After touring some of our buildings, there were some that had turbulence.

**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. Monthly Financials - June (Policy 4:40, 4:55)

3. Gifts, Grants, Bequests: \$1,500, Grace Power & Control LLC, for GHS Athletics for team supplies/uniforms/needs (Policy 8:80)
  4. Gifts, Grants, Bequests: \$35,577.81, Geneva Academic Foundation, teacher "Wish List" items for classrooms (Policy 8:80)
  5. Gifts, Grants, Bequests: \$4,500, State Bank of Geneva (\$1,500), Ken's Auto Center, Inc. (\$1,500), D&A Fox Valley Plumbing (\$1,500), for GHS Athletics team supplies/uniforms/needs (Policy 8:80)
  6. Approval to Sell Twenty District Buses of Various Passenger Sizes (Policy 4:60)
  7. GEA Memorandum of Understanding
- Motion by Ansari second by Choi, to approve the above-listed, items 10.1-10.7. On roll call, Ayes, six (6), Ansari, Bellino, Choi, Forbes, Hooks, Radlinski. Nays, none (0). Absent, one (1), Cabeen. 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, Joint PTO, 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 Communications Task Force met a couple of weeks ago and talked about the way the district will handle celebrations such as Black History month and PRIDE month, which will be acknowledged going forward. We have a new newsletter design coming out that we hope will catch everyone's eye. There are continued discussions on how to improve communications. Thank you to Todd Latham for his presentation. Thank you to our public members who attended tonight to present to the board. Thank you to our O&M staff for their hard work this summer with the many projects. Thank you to our first responders for responding to the fire at GMSN. Thanks to O&M for coming together to manage the cleanup from the fire and everyone else involved in this situation.

#### 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 AND POSTED AND HELD IN ACCORDANCE WITH THE ACT [5 ILCS 120/2(c)(1)]. [5 ILCS 120/2(c)(11)] (Policy 2:220)

At 8:33 p.m., motion by Radlinski, second by Choi, 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.

At 8:51 p.m., the Board returned to open session.

**14. POSSIBLE ACTION FOLLOWING EXECUTIVE SESSION**

1. Superintendent's Contract

This item was tabled until the next board meeting.

**15. ADJOURNMENT**

At 8:52 p.m., motion by Hooks second by Bellino and with unanimous consent, the meeting was adjourned.

APPROVED \_\_\_\_\_ PRESIDENT  
(Date)

SECRETARY \_\_\_\_\_