



**GENEVA COMMUNITY UNIT SCHOOL DISTRICT NUMBER 304  
227 NORTH FOURTH STREET, GENEVA, ILLINOIS  
RECORD OF PROCEEDINGS OF A SPECIAL SESSION  
OF THE BOARD OF EDUCATION**

The Board of Education of Community Unit School District Number 304 met in a special session on Monday, March 21, 2022, at 6:30 p.m. at the Geneva Middle School South, 1415 Viking Drive, Geneva, Illinois.

**1. CALL TO ORDER**

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

The meeting was called to order at 6:30 p.m. by President McCormick.

Board members present: President Mike McCormick, Vice President Larry Cabeen, Dan Choi, Jackie Forbes, Tammie Meek. Late: None. Absent: None.

The President welcomed everyone and led them in the Pledge of Allegiance.

Others present: Paul Radlinski, Molly Ansari, Sarah Ricchio, Stephanie Bellino, Sarah Faulkner, Ryan Deniz, Eric Ott.

**2. EXECUTIVE SESSION TO CONSIDER MATTERS PERTAINING TO THE SELECTION OF A PERSON TO FILL A PUBLIC OFFICE, AS DEFINED IN THE OMA, INCLUDING A VACANCY IN A PUBLIC OFFICE, WHEN THE PUBLIC BODY IS GIVEN THE POWER TO APPOINT UNDER LAW OR ORDINANCE, OR THE DISCIPLINE, PERFORMANCE OR REMOVAL OF THE OCCUPANT OF A PUBLIC BODY IS GIVEN POWER TO REMOVE THE OCCUPANT UNDER LAW OR ORDINANCE [5 ILCS 120/2(c)(3)]. [5 ILCS 120/2(c)(11)] (Policy 2:220)**

At 6:31 p.m., motion by Meek, second by Choi, to go into executive session to consider matters pertaining to the selection of a person to fill a public office, as defined in the OMA, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance.

At 8:50 p.m., the Board returned to open session.

**3. POSSIBLE ACTION FOLLOWING EXECUTIVE SESSION**

1. Candidates to Fill Board Vacancies

Board members shared that they received several highly qualified candidates making this a very hard decision to make. They hope that all will consider running next year during elections.

Motion by Cabeen, second by Forbes, to recommend Molly Ansari & Paul Radlinski to fill the vacant seats on the Board, item 3.1. On roll call, Ayes, five (5), Cabeen, Choi, Forbes, Meek, McCormick. Nays, none (0). Absent, none (0). Abstained, none (0).

**4. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION**

1. Discussion & Possible Selection of Search Firm for New Superintendent  
Board members shared their thoughts on each search firm that presented.

Board comments, questions, concerns: All of them were qualified. There are two that stand out, and they are HYA and BMP. Of those two, my choice would be HYA, because they have a good understanding of our area and are working with the St. Charles school district. One thing I did not like about BWP is that their main point of contact did not attend. All of them were capable and personable. HYA did reach out to us and said they would help us. They also sent follow up materials afterward. Ray & Associates talked about how it was our search, and they were there to support us. BWP had local presence, expertise, and they did reference districts of our size in their materials. If I had to choose two, I would go with HYA and Ray & Associates. We are extremely fortunate to have the firms present that did. I was impressed with the presentations, engagement, research, and their conversations with us specifically. Two stood out to me and it was HYA and Ray & Associates. For me, I looked at (1) Competence, could they get the job done; (2) Clarity, with community and with board; (3) Background Checks, for reasons of my past that is the number one thing; (4) Cost, because we care about this; (5) Quality, Ray & Associates came out on top for me, because they sighted their longevity. I am prepared to make a motion when we are done, recognizing there is a range of opinion on that. IASB does a lot of training on this, but not sure about ala carte cost. I liked BWP, because of their local nature. They seemed to know our area. HYA had a good presentation and package. My choice would be BWP. It looks like all, but a few are opposed to Ray & Associates. (I would be comfortable with them. There were just two that stuck out, but all would be good.) Dan, you have been thru this before, so what do you think? (Ray & Associates did not seem to have any local references. They seemed to be working more down south. I was not sure about the dynamics between Ray & Associates and GR Recruiting.) Having them both present on the same night made it easy to see that there was a different feel on how they approached the searches. (I felt the opposite. I thought they were more the same.) I saw a very different corporate revolution. GR Recruiting had a very steeped tradition because they initiated and founded this industry. HYA, with their graphs, had the least number of districts our size. BWP had experience in our area, plus some our size. Felt comfortable with HYA and how they presented. Was HYA the one that did 40-50 community sessions? (Yes, and that was one of the things I liked about them. One of our key drivers should be around communication and transparency. The fact that they would do as many focus groups and community sessions as we want is amazing.) My concern with HYA is that they are representing St. Charles. (They are seating someone in June.) It looks like we like HYA and Ray & Associates.

Motion by Cabeen, second by Meek, to recommend Ray & Associates as the search firm for the Geneva CUSD 304 superintendent search, item 4.1. On roll call, Ayes, five (5), Cabeen, Choi, Forbes, Meek, McCormick. Nays, none (0). Absent, none (0). Abstained, none (0).

**5. PUBLIC COMMENTS (Policy 2:220)**

(PRESS Policy 2:230) *Per Board Policy 2:230, attendees wishing to formally address the Board during Public Comments must register their intention to participate in person by completing a **Public Comments Form** [at this link](#). Copies will also be made available and collected at the entrance.*  
None.

**6. ADJOURNMENT**

At 9:13 p.m., motion by Cabeen, second by Forbes and with unanimous consent, the meeting was adjourned.

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

\_\_\_\_\_ PRESIDENT

SECRETARY \_\_\_\_\_

\_\_\_\_\_ RECORDING SECRETARY