



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, August 26, 2019, at 7:00 p.m. at the Coultrap Educational Services Center, 227 North Fourth Street, Geneva, Illinois

1. CALL TO ORDER (Policy 2:220)

- 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: President Mark Grosso, Vice President Taylor Egan, Larry Cabeen, Policy Committee Chair Leslie Juby, Finance Committee Chair Dave Lamb, Mike McCormick, Alicia Saxton.
 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: Dr. Dean Romano, Assistant Superintendent for Business Services; Dr. Andy Barrett, Assistant Superintendent for Learning & Teaching; Dr. Adam Law, Assistant Superintendent for Personnel Services; Dr. Kent Mutchler, Superintendent.

Others: Holly Heimlich, Laura Start, Brooke Lubber, Mary Massoth, Maggie Villwocks, Rachael Fabbi, Jessica Petersen, Kevin Gannon, Chrissy Fahrforth, Kelly Torrena, Laurie Burns, Clifton Burns, Cathy Fuller, Lorrie Ruh, Lawrence Yoo, Samantha Malusky, Jenna Dempsey.

2. APPROVAL OF MINUTES (Policy 2:220)

- 2.1 Regular Session, August 12, 2019
- 2.2 Executive Session, August 12, 2019

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

3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS

4. 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."

Leslie Juby shared that the governor has signed 129 bills since the last Board meeting. These cover bills for curriculum, mental health, FAFSA requirements, sexual harassment training, minimum teacher salary and many more.

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

Dr. Mutchler shared a thank you to staff for a smooth start to the new school year. Curriculum Nights

begin this week with the high school on Wednesday and all elementary schools on Thursday. There is no school on Monday followed by Curriculum Nights at the middle schools on September 5th and 12th.

6. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

- 6.1 Policy Updates: Second Reading (Policy 2:240)
 - 6.1.1 Policy 2:110, Qualifications, Term and Duties of Board Officers – **Updated**
 - 6.1.2 Policy 2:120, Board Member Development – **Reviewed**
 - 6.1.3 Policy 2:140, Communications To and From the Board – **Updated**
 - 6.1.4 Policy 2:230, Public Participation at School Board Meetings and Petitions to the Board – **Board Review**
 - 6.1.5 Policy 2:240, Board Policy Development – **Reviewed**
 - 6.1.6 Policy 3:50, Administrative Personnel Other Than the Superintendent – **Updated**
 - 6.1.7 Policy 3:60, Administrative Responsibility of the Building Principal – **Updated**
 - 6.1.8 Policy 4:10, Fiscal and Business Management – **Updated**
 - 6.1.9 Policy 4:15, Identity Protection – **Reviewed**
 - 6.1.10 Policy 4:20, Fund Balances – **Updated**
 - 6.1.11 Policy 4:40, Incurring Debt – **Updated**
 - 6.1.12 Policy 4:50, Insufficient Fund Checks and Debt Recovery – **Reviewed**
 - 6.1.13 Policy 4:60, Purchases and Contracts – **Reviewed**
 - 6.1.14 Policy 4:70, Resource Conservation – **Reviewed**
 - 6.1.15 Policy 4:90, Activity Funds – **Reviewed**
 - 6.1.16 Policy 5:35, Compliance with the Fair Labor Standards Act – **Reviewed**
 - 6.1.17 Policy 5:40, Communicable and Chronic Infectious Disease – **Updated**
 - 6.1.18 Policy 5:130, Responsibilities Concerning Internal Information – **Reviewed**
 - 6.1.19 Policy 5:170, Copyright – **Reviewed**
 - 6.1.20 Policy 5:180, Temporary Illness or Temporary Incapacity – **Updated**
 - 6.1.21 Policy 6:40, Curriculum Development – **Updated**
 - 6.1.22 Policy 6:110, Programs for Students at Risk of Academic Failure and/or Dropping Out of School and Graduation Incentives Program – **Reviewed**
 - 6.1.23 Policy 6:340, Student Testing and Assessment Program – **Updated**
 - 6.1.24 Policy 7:170, Vandalism – **Reviewed**
 - 6.1.25 Policy 7:270, Administering Medicines to Students – **Updated**

Changes were made in policy 2:120.

Motion by Juby, second by Saxton, to approve the above-listed policies, items 6.1.1-6.1.25. On roll call, Ayes, seven (7), Cabeen, Egan, Juby, Lamb, McCormick, Saxton, Grosso. Nays, none (0). Absent, none (0). Abstained, none (0).

6.2 Resolution for Reduction in Force: Kindergarten Assistant (Policy 5:290)

Dr. Law shared that, with neighborhood schools, we are responsive to changes in enrollment and that, in the past, Williamsburg Elementary has had four sections of kindergarten. This year, there are only three sections. The way we allocate our kindergarten assistants is that one assistant divides their time between two classrooms, so we will need to reduce one assistant by .5 FTE.

Motion by McCormick, second by Juby, to approve the above-listed resolution, item 6.2. On roll call, Ayes, seven (7), Cabeen, Egan, Juby, Lamb, McCormick, Saxton, Grosso. Nays, none (0). Absent, none (0). Abstained, none (0).

7. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION

8. INFORMATION

- 8.1 Board Meeting/Presentation Schedule
- 8.2 FOIA Requests (Policy 2:250)

9. CONSENT AGENDA

- 9.1 Personnel Report: Resignations, Retirements, Leave Requests, Changes in Assignment/FTE,

New Hires (Policies 3:50, 5:200, 5:280)

New Hires Certified Staff

Coppe, Elaine, GHS, English, .60 FTE, effective 8/19/19

Potts, Michelle, GHS, Learning Behavior Specialist, .90 FTE, effective 8/19/19

Long-Term Substitutes Certified Staff

Boyter, William, GMSS, Student Services Coordinator, .55 FTE, effective 8/20/19-5/29/20

Cielikowski, Lisa, HSS, Grade 2, 1.0 FTE, effective 8/19/19-9/27/19

Dennis, Amanda, GHS, Spanish, 1.0 FTE, effective 9/23/19-5/29/20

McCauley, Mary Ann, GMSN, Math, 1.0 FTE, effective 8/19/19-11/26/19

Miller, Janet, WES, Kindergarten, 1.0 FTE, effective 8/19/19-12/20/19

Family and Medical Leave Certified Staff

Chronopoulos, Christina, GMSN, Science, 1.0 FTE, effective 11/25/19-3/8/20

Retirement Certified Staff

Stark, Laura, HES, Speech Language Pathologist, 1.0 FTE, effective 8/13/19

FTE Adjustments Certified Staff

Dispensa, Cheryl, GHS, Chemistry, 1.0 FTE to 1.2 FTE first semester, effective 8/19/19

Forni, Taylor, GHS, PE, 1.0 FTE to 1.20 FTE for 8 weeks, effective 8/21/19

Schoen, Joe, GHS, Science, 1.0 FTE to 1.20 FTE for 19-20 school year, effective 8/19/19

New Hires Support Staff

Andeuccetti, Ashley, GHS, Special Ed Assistant, effective 8/21/19

Cella, Nora, HSS, Reading Tutor, effective 8/19/19

Hamilton, Alyssa, GHS, Special Ed Assistant, effective 8/19/19

Hiller, Cliff, Trans, Bus Driver, effective 8/21/19

Hope, James, Trans, Bus Driver, effective 8/21/19

Mundry, Stephanie, HSS, Reading Tutor, effective 8/19/19

Palacios, Kelly, CO, Benefits Specialist, effective 8/27/19

Williams, Kristen, HSS, Reading Tutor, effective 8/19/19

Resignation Support Staff

Braddy, Linda, WES, Reading Tutor, effective 6/7/19

Bynum, Margaurite, GHS, Special Ed Assistant, effective 6/7/19

Brennan, Cheryl, HSS, Reading Tutor, effective 6/7/19

Reappointments/Reclassifications Support Staff

Pantano, Carrie, GHS, Lunchroom Supervisor (FES) to Study Hall Supervisor (GHS)

Evans, James, GHS, On-call Custodian to 2nd Shift Custodian

Sachs, Michael, GHS, On-call Custodian to 2nd Shift Custodian

Family and Medical Leave Support Staff

Pfursich, John, GHS, Custodian, effective 8/16/19-8/23/19

9.2 Accounts Payable (Policy 4:50)

9.3 Gifts, Grants, Bequests: \$3,300, Fabyan PTO, for school related activities & supplies (Policy 8:80)

9.4 Gifts, Grants, Bequests: \$26,550, Harrison Street PTO, for school related activities & supplies (Policy 8:80)

9.5 Approval for Adoption of 457 Plan

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

10. PUBLIC COMMENTS

Per Board Policy 2:230, 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 representative from the American Heart Association (AHA) who has worked with Geneva 304 for the past three years thanked the Board and Administration for allowing schools to partner with them. She shared that this generation is expected to live five years less than their parents. To help them to make better choices, there were challenges such as Be Prepared and One Kind Deed. These programs are free of charge to the district. Last school year, three schools and 171 students

participated and raised \$24,039, which saved 180 lives. There were 228 research studies funded last year by the AHA with over \$41 million. There are many other programs that are funded by the AHA. The Board was presented with a certificate and banner for the district's participation with the AHA.

A parent once again shared their concerns about the herbicide treatment being used by the district. They recognize that speaking to the Board during public comments may not be the best use of our time and is here to follow-up and to ask for response and direction on current practices and products of herbicides on school property. The speaker at the last meeting that provided rebuttal seemed to have more information. We would like a very rational, fact-based conversation about this issue, and that information would help form the foundation for that conversation. They would also like to know the proper venue or process to follow to provide you with information. We would like to consider if current practices are consistent with policy, particularly policy 4:160. We need information to determine if this policy is being violated. Our number one concern is the students and staff. We spoke with Ryan Anderson who is with the Midwest Grows Green Organization and he has advised many school and park districts with options. We would like to have him come speak to you but are not sure what the best practice is for this.

Another parent spoke again on the herbicide issue. They spoke with the Superintendent of the Geneva Park District (GPD) today. Based on feedback, we weren't sure if this was a novel idea or if this was taking place above and beyond the private residences. Jerry Culp from the GPD said that they have already taken steps to make environmental changes. They have done their own research and found that the measures they implemented are safer for the environment and reduced their total cost. The GPD has found that using their own homemade mixture of Epson salt and vinegar to be more effective and less costly than purchasing other products. They have also implemented hyperaeration and over seeding, which is important to create strong grass. This process helps crowd out the weeds creating less of a need for chemicals. Midwest Grows Green likes to meet with communities, assess the situation and make alternative practice strategies. We hope that you will consider meeting with Midwest Grows Green to help us find a solution.

A teacher who worked for the district for 13 years shared that they recently made their decision to retire for several reasons. They worked for two days in August attending meetings, consulting with colleagues and reviewing files and schedules. They came to the realization that knowing what they know and doing what they could, they could not continue their work with their students. They requested that their email remain open for a few days after their retirement so that they could contact parents to inform them of what had happened. The very next day, their email was turned off with no explanation and no question of whether they were okay or what happened. The healing mindset that we are moving toward continues to flounder. Communication is speaking and listening, so when leaders are non-responsive when their workers are asking for fair treatment, it is time for action. Were we the only ones that saw the outpouring of support from the community? After our contract was ratified, we were sent emails notifying us of the raises given to administrators. The timing and the tone of those announcements were unkind. Funds were deducted from our accounts, and we were not allowed to make up the strike days because we had to be punished for striking. As time went on, and we asked about making up the strike days, we were put off and told it was the Board's decision, and we weren't allowed to discuss it or ask about it. We were told a good deal was offered, but if it was truly a good deal, then we would have taken it. As you move towards June of 2020, we do hope that a true culture of mutual respect and value for the precious human resources will emerge stronger and more genuine than ever.

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

Many Board members attended the first day of school by visiting some of our elementary buildings where they were able to talk to students and parents.

12. NOTICES / ANNOUNCEMENTS

13. **EXECUTIVE SESSION TO CONSIDER MATTERS PERTAINING TO LITIGATION, WHEN AN ACTION AGAINST, AFFECTING, OR ON BEHALF OF THE PARTICULAR PUBLIC BODY FINDS THAT SUCH AN ACTION IS PROBABLE OR IMMINENT, IN WHICH CASE THE BASIS FOR THE FINDING SHALL BE RECORDED AND ENTERED INTO THE MINUTES OF THE CLOSED MEETING [5 ILCS 120/2(c)(11)]; 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)]; COLLECTIVE NEGOTIATING MATTERS BETWEEN THE PUBLIC BODY AND ITS EMPLOYEES OR THEIR REPRESENTATIVES [5 ILCS 120/(c)(2)]. [5 ILCS 120/2(c)(11)] (Policy 2:220)**

At 7:34 p.m., motion by McCormick, second by Egan, to go into executive session to consider matters pertaining to litigation, when an action against, affecting, or on behalf of the particular public body finds that such an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting; appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body; collective negotiating matters between the public body and its employees or their representatives. On roll call, Ayes, seven (7), Cabeen, Egan, Juby, Lamb, McCormick, Saxton, Grosso. Nays, none (0). Absent, none (0).

At 9:19 p.m., the Board returned to open session.

14. **POSSIBLE ACTION FOLLOWING EXECUTIVE SESSION**

14.1 Administrator Retirement Plan

14.2 Superintendent's Contract Update

No action was taken on 14.1 and 14.2.

15. **ADJOURNMENT**

At 9:20 p.m., motion by Juby, second by Egan and with unanimous consent, the meeting was adjourned.

APPROVED _____ PRESIDENT
(Date)

SECRETARY _____ RECORDING
SECRETARY