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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 19, 2021, 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. Roll Call
2. Welcome
3. Pledge
4. Reminder to sign attendance sheet

The meeting was called to order at 7:05 p.m. by President Egan.

Board members present: President Taylor Egan, Larry Cabeen, Dan Choi, Jackie Forbes, Tammie Meek, Policy Committee Chair Alicia Saxton. Late: None. Absent: Vice President/Finance Committee Chair Mike McCormick.

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

District staff present: Laura Sprague, Communications Coordinator; Dr. Andy Barrett, Assistant Superintendent Learning & Teaching; Dr. Adam Law, Assistant Superintendent Personnel Services; Todd Latham, Assistant Superintendent Business Services; Dr. Kent Mutchler, Superintendent.

Others present: Elliot Egan, Peggy Franz, Doug McCullough, Patti Hodge, Janelle Maciaszek, Todd Van Rosson, Stephanie Anthony, Anne B., Mandy Lane, Cecilia Johnson, Amy Kielion, Debbie Marquardt, Chad Marquardt, Emily Erickson, Jenna Adams, John & Beth H., David & Andrea Heeg, Debbie Kanarowski, Hank & Eileen Kelly, Bill & Virgene Galloway, Bill & Michelle Harvey, Ellie Harvey, Emma Harvey, Katy Harvey, Ilena Odgen, Chad P., Carma P., Tiffany Cornel, Christina Conlee, Dominique Sisto, Danielle Sisto, Amy Sostak, Katarina Masters, Holly Heimlich, Matt Mason, Brittany Grubb, Jonathan Grubb, Tricia Barbier, Jennifer Evans, Jenn Deniz, Ryan Deniz, Jeff Kirby, Sherry Kirby, Ashlee White, Declan McCue, Lyndsey Sims, Steve McHugh, Stephanie Bellino, Angelica Bean, Chrissi Bretz, Kristen Maregeto, Kevin Schulenburg, Brent Pender, Stephanie Fellingner, Kelly Issert, Karen McJilton, Kristy Rinn, Kate Coxworth, Martha Paschke, Colette Matejczak, Lindy Rodenaid, Michael Conlu, Joy Sisto, Michelle Sisto, Tara Maertens, Ashley Anderson, Luke & Brittany Supcak, Melissa Blah, Jennifer Smith, Ryan Deniz, Jennifer Naylor, Leticia Basak, Kristin Jones, Esmeralda Vogt, Leyla Hilton, Brittany Garzillo, Beth Johnson, Malgorzata Bogacz, Cathy Fuller, John & Anita Kraynak, Kate Fortson, Shea Villwoch, Carl Verive, Liz Henderson, Erik Minalga, Jamie Tate, Mira Franco, Ron Fabbi, Jim Sronkowski., Lisa Buss, Michelle, Slabicki, Tom Schessche, Chris Heckman, Staci & Scott Black, David & Claudia Eichelberger, Ryan Vance, Steve Hornick, Hailey Hornick, Erin DiSilvestro, Chaqeeta Gabel.

2. APPROVAL OF MINUTES (Policy 2:220)

1. Regular Session, June 21, 2021
2. Executive Session, June 21, 2021

Motion by Cabeen, second by Saxton, to approve the above-listed minutes, items 2.1-2.2. On roll call, Ayes, five (5), Cabeen, Choi, Forbes, Meek, Saxton. Nays, none (0). Absent, one (1), McCormick. Abstained, one (1), Egan.

Motion by Choi, second by Meek, to approve moving item 6 up after item 3. On roll call, Ayes, six (6), Cabeen, Choi, Forbes, Meek, Saxton, Egan. Nays, none (0). Absent, one (1), McCormick.

Abstained, none (0).

3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS

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

The Superintendent shared that there is a lot going on to plan for the 2021-22 school year. Part of that planning includes guidelines for COVID-19. We are working on this, and planning is taking place between task forces; however, we do not have enough information to finalize this decision. Our goal is to keep students safe and maximize in-person learning. We do know that: (1) The plan needs to be layered strategies and tied to local data and resources. School starts in one month and we know that things can change very quickly during this pandemic. The plan needs to be well thought through and able to adjust to circumstances at the district, building, and even classroom levels; (2) This is very complicated, so we are working with various task forces, school attorney's and insurance providers in the best interest of students and staff in mind; (3) There are many issues involved in this pandemic, and we have always worked to use local data and follow the guidelines of the Illinois State Board of Education, Illinois Department of Public Health, the Centers for Disease Control, and the Kane County Department of Public Health. As in the past, we will look for guidance from these agencies and work to collaborate with them; (4) Some of these issues include vaccinations, masks, cleaning procedures, social distancing, contact tracing, and others. None of these issues can be viewed in isolation, but each one has implications for interacting with others. A good example is masking. At this point, we are told that masks are required to be worn by everyone on buses, and that masks are strongly recommended to be worn by any individuals who are not fully vaccinated, but we do not clearly know the implications of being masked when social distancing, contact tracing, quarantining, and other issues. We are expecting to hear more information regarding social distancing and quarantining later this week. We also know that in the current guidelines there is an emphasis on getting fully vaccinated, especially in the threat of the Delta and other variations; (5) We will be announcing our plans and communications over time and will have a plan of layered strategies tied to local data and develop by task forces and leadership with our local health officials. Please continue to look for communications from the district as we move closer to the beginning of our Geneva 304 school year with staff on Monday, August 16 and students beginning on Wednesday, August 18. We are excited about the 2021-22 school year and want to make this the best year possible for everyone while maintaining safety.

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.

Many parents and community members stood before the Board to share their concerns regarding wearing masks at school. Several parents and community members say it should be their right to decide if their child wears a mask. They listed several school districts that have already approved masks as "optional". Parents and community members asked for data to support the need for students to wear masks by asking: How many Geneva students got other students sick at school? How many students sent home to quarantine contracted COVID? These same parents do agree that we should practice good handwashing and staying home when sick. Students have been to the movies, on vacations, in stores and at friends houses without wearing a mask, so why would Geneva 304 mandate them? They stated that the school district should focus on the education of their kids instead of whether they wear a mask at school.

Many other parents and community members asked the Board to keep masks mandatory for those not vaccinated, saying it is safer for those not vaccinated to wear a mask rather than just the person who does not want to get sick. They shared that we should not let the voices of those against masks determine what is right for all students. They are concerned about how the district will enforce masks if they approve that vaccinated students must wear them as many parents have stated that they will be sending their children to school with no masks regardless. It was also stated that wearing a mask could be life or death for others. They are strongly urging the district to continue to follow the guidelines of the Illinois Department of Public Health, Illinois State Board of Education, and the Kane County Health Department.

A community member shared thoughts and concerns on behalf of a petition regarding Critical Race Theory. They shared that Geneva 304 is significantly behind other school districts and are urging the

district to start with an equity audit. It is anticipated that DEI training for staff would be the next step. This training will increase awareness of systemic barriers that chronically affect students whose race, ethnicity, gender identity, sexual orientation, socioeconomic status, and religion is different from the dominant group. The district needs to embrace and reflect an environment where every student is provided with an equitable education. They encourage the district to not fall prey to the fear mongering. Geneva is not immune from racism.

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."

7. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

8. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION

1. 2021-2022 Tentative Budget Review (Policy 4:10)

Todd Latham shared the 2021-2022 tentative budget, which includes Technology, Operations & Maintenance, Transportation, and the Education Fund. These budgets are created using estimated figures and expenditures. The budgets could be adjusted before the final budget is approved. With the tentative budget we are currently seeing a deficit when looking at revenues versus expenses. These numbers will continue to change as we add updated information. The next step is to place a notice for a hearing and bring the final budget to the Board for approval in September.

9. INFORMATION

1. Board Meeting/Presentation Schedule
2. FOIA Requests (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)

New Hires Certified Staff

Fontanetta, Jason, GHS, English/Drama, 1.0 FTE, effective 8/16/21

Holt, Maureen, GMSN/GMSS, French, .4 FTE, effective 8/16/21

Murvine, Beth, GMSN, Language Arts, 1.0 FTE, effective 8/16/21

Nall, Olivia, HSS, Learning Behavior Specialist, 1.0 FTE, effective 8/16/21

Sweeney, Kathryn, GMSS, Math, 1.0 FTE, effective 8/16/21

Wallenberg, Lauren, GMSS, Language Arts, 1.0 FTE, effective 8/16/21

Wehman, Colin, GHS, Learning Behavior Specialist, 1.0 FTE, effective 8/16/21

Reappointments Certified Staff

Alcala-Gates, Dawn, WAS, Grade 1, 1.0 FTE, effective 8/16/21

Beverly, Ariel, GHS, Art, .9 FTE, effective 8/16/21

Brill, Lindsey, GMSS, Psychologist, .6 FTE, effective 8/16/21

Corkery, Jean, GHS, Project Lead the Way, .4 FTE, effective 8/16/21

Maddon, Shannon, GHS, Math, .6 FTE, effective 8/16/21

Magiera, Jade, HSS, Behavior Coach, .8 FTE, effective 8/16/21

McCloud, Nicole, WAS, Grade 2, 1.0 FTE, effective 8/16/21

Potsic, Troy, WAS, Grade 3, 1.0 FTE, effective 8/16/21

Resignation Certified Staff

Klahn, Alyssa, GHS, Physics, 1.0 FTE, effective 6/4/21

McQueeny, Hallie, HSS, Grade 1, 1.0 FTE, effective 6/4/21

Regan, Rene, GMSS, Math, 1.0 FTE, effective 6/4/21

Surjan, Katherine, GMSS, Language Arts, 1.0 FTE, effective 6/4/21

Warren, Tricia, GHS, Counselor, .4 FTE, effective 6/4/21

New Hires Support Staff

Bennett, Amber, HSS, Reading Tutor, effective 8/16/21

Bracey, Kari, HES, Kindergarten Assistant, effective 8/16/21

Doherty, Lisa, MCS, Special Education Assistant, effective 8/16/21

Evans, Maureen, FES, Reading Tutor, effective 8/16/21

Elsberg, Megan, FES, Reading Tutor, effective 8/16/21

Fiore, Amanda, HES, Nurse, effective 8/2/21

Gatto, Colleen, WES, Special Education Assistant, effective 8/16/21

Held, Stephany, HSS, Reading Tutor, effective 8/16/21

Lobdell, Estrella, MCS, Special Education Assistant, effective 8/16/21

Kieta, Lawrence, All Buildings, HVAC, effective 7/21/21

Stevenson, Robert, TRAN, Bus Driver, effective 8/2/21

Resignations Support Staff

Macias, Ruben, Custodian, effective 7/23/21

Potts, James 'Jim', MCS, Building Technician, effective 6/11/21

Wilke, Kelly, HES, Special Education Assistant, effective 6/4/21

Reclassifications Support Staff

Grimes, Courtney, WES, Special Ed Asst (GMSN) to Kindergarten Assistant (WES), effective 8/16/21

LaPage, Tim, All Buildings, Custodian Floater to On-Call Custodian, effective 6/21/21

Maldonado, Omar, GMSS, Custodian Floater to 2nd Shift Custodian, effective 7/1/21

McKee, Cathy, GMSS, Building Technician (WES) to Building Technician (GMSS), effective 8/2/21

Pihl, Meredith, HES, Kindergarten Assistant to Library Assistant, effective 8/16/21

Ryan, Susan, TRAN, Bus Driver to On-Call Bus Driver Sub, effective 8/2/21

Smith, Marcia, GHS, Library Assistant (HES) to Administrative Assistant (GHS) effective 8/2/21

Zamora, Lenore, HES, Lunchroom Supervisor to Special Education Assistant (HES), effective 8/16/21

Reappointments Support Staff

Carlson, Tara, HES, Kindergarten Assistant, effective 8/16/21

Krohe, Colleen, FES, PT Special Education Assistant, effective 8/16/21

Retirement Support Staff

Carey, David, TRAN, Bus Driver, effective 6/28/21

Adjusted Retirement Date

Fladung, Vicki, CO, District Tech Manager, effective 7/20/21

2. Accounts Payable (Policy 4:50)

3. Approval of One-Year Activity Bus Leases (Policies 4:60 & 4:110)

4. Pay Request #1: \$7,181.10, AMS Mechanical Systems, Inc., for boiler and domestic hot water storage tank replacement project at GMSS

Motion by Cabeen, second by Saxton, to approve the above-listed, items 10.1-10.4. On roll call,

Ayes, six (6), Cabeen, Choi, Forbes, Meek, Saxton, Egan. Nays, none (0). Absent, one (1),

McCormick. 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, Geneva Coalition for Youth, PRIDE, Fox Valley Career Center, IASB/Legislative, IASB Kishwaukee Governing Board

Board members shared that it is important to welcome everyone in to share their thoughts and concerns on specific topics. It did sound, this evening, like a decision had been made regarding masks when it has not. Board members attended the COVID Task Force meeting where there was much discussion regarding masks. There is another meeting scheduled for tomorrow. We do appreciate the community's input on such a difficult decision. Please know that communication that comes from a building leader is not from the Board. We do not make those decisions. The Facilities Task Force met today, and the many projects are on track. The middle school doors have been backordered for some time but are finally due to arrive next month. We are short staffed for custodians and security staff. Even the companies we work with to fill positions are short on applicants. It seems that most of those not wanting to wear masks are also not vaccinated. The best way to get rid of masks would be to get vaccinated.

12. NOTICES / ANNOUNCEMENTS

13. EXECUTIVE SESSION TO CONSIDER MATTERS PERTAINING TO PURCHASE OR LEASE OF REAL PROPERTY FOR THE USE OF THE PUBLIC BODY, INCLUDING MEETINGS HELD FOR THE PURPOSE OF DISCUSSING WHETHER A PARTICULAR PARCEL SHOULD BE ACQUIRED [5 ILCS 120/2(c)(5)]; COLLECTIVE NEGOTIATING MATTERS BETWEEN THE PUBLIC BODY AND ITS EMPLOYEES OR THEIR REPRESENTATIVES, OR DELIBERATIONS CONCERNING THE SALARY FOR ONE OR MORE CLASSES OF EMPLOYEES [5ILCS 120/2(c)(2)]; 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). [5 ILCS 120/2(c)(11)] (Policy 2:220)

At 9:11 p.m., motion by Cabeen, second by Forbes, to go into executive session to consider matters pertaining to purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired; collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning the salary for one or more classes of employees; 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 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 body; collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning the salary for one or more classes of employees; collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning the salary for one or more classes of employees.

At 10:42 p.m., the Board returned to open session.

14. POSSIBLE ACTION FOLLOWING EXECUTIVE SESSION

1. Possible Action on Staff Contracts

Motion by Cabeen, second by Forbes, to approve a 3% raise retroactive to July 1, 2021, for support staff who are under the Educational Support Service Working Agreement. On roll call, Ayes, six (6), Cabeen, Choi, Forbes, Meek, Saxton, Egan. Nays, none (0). Absent, one (1), McCormick. Abstained, none (0).

2. Possible Action on Land

No action taken.

15. ADJOURNMENT

At 10:43 p.m., motion by Meek, second by Choi and with unanimous consent, the meeting was adjourned.

APPROVED _____
(Date)

_____ PRESIDENT

SECRETARY _____

_____ RECORDING
SECRETARY