



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, February 26, 2024, 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

The meeting was called to order at 7:00 p.m. by President Cabeen.

Board members present: Molly Ansari, President Larry Cabeen, Dan Choi, Vice President/Finance Committee Chair Jackie Forbes, Willard Hooks, Paul Radlinski. Late: None. Absent: Policy Committee Chair Stephanie Bellino.

The President welcomed everyone and Jordan Forbes led the Pledge of Allegiance.

District staff present: Anne Hallahan, Learning & Teaching Facilitator; Tim Wyller, Principal Mill Creek Elementary; Tom Rogers, Principal Geneva High School; George Petmezas, Director for Learning & Teaching; Todd Latham, Assistant Superintendent Business Services; Adam Law, Assistant Superintendent for Personnel Services; Shonette Sims, Assistant Superintendent Learning & Teaching; Dr. Andy Barrett, Superintendent.

Others present: Tom Chernich, Marcus & Wendy Rothaar, Anna Filip & Family, Cathy Fuller, Reese & Courtney Lackey, RaeAnn Wiedow, Jordan Felkes, Lindsey Quanenbua, Brooke Lussnig, Joseph Petit, Annaliese Rothaar, Jared Walter, Mason Wiedow, Kim Hostman, Kelsey Oswald, Katie Dabkowski, Caty Francis, Megan Bruno, Brigid Buchman, Allie Stajduhar.

2. APPROVAL OF MINUTES (Policy 2:220)

1. Regular Session, February 12, 2024
2. Executive Minutes, February 12, 2024

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

3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS

1. Tradition of Excellence: GHS Students (Policy 6:330)
Girls Gymnastics, Boys Wrestling, Illinois Music Education Conference, National Merit Scholar Finalists

IHSA Girls Gymnastics
Reese Lackey

IHSA Boys Wrestling
Peyton Marzen

Brooke Lussnig

Joseph Pettit

IMEA Conference Participants

Dominic del Mundo

Camilla Juriga

Annaliese Rothaar

National Merit Scholar Finalists

Jack Riviere

Jared Walter

Mason Wiedow

2. Elementary Literacy Update

Shonette Sims, along with staff and students, presented an update on elementary literacy. What is new is that the students are making connections in their brain, almost like taking photographs of words by orthographically mapping them for long term learning. They take the minute parts of the word like the individual sounds, letters, sequence of letters and syllables that go together, and mapping those in their brain. What we are learning is that there is a pattern for almost every word that we read and learn to spell. Students are understanding words and their parts, such as root, prefix, suffix, Latin parts, and Greek parts. For spelling, we are orthographic mapping, by hearing the sounds in the word, explaining those sounds we hear, assigning letters to the sounds we hear, then recording the sounds and identifying any heart parts. Staff and students in first and fifth grade demonstrated to Board members how they work through this process. Following these demonstrations, Board members assumed the role of fourth grades learners and applied the strategies in order to identify words.

3. Strategic Planning Engagement Report

Dr. Harris, from HYA, provided a report on the Strategic Planning Engagements. He shared that this is a four-phase process. Phase I is Organizational Readiness, Phase II is Inclusive Engagement, Phase III is Focus on the Future, and Phase IV is Implement and Evaluate. Phases I and II have been completed, and we are moving into Phase III. Phase I consisted of workshop sessions, finalizing the timeline, and creating communication toolkits. Phase II consisted of community engagement, data review and analysis, engagement report, and survey report. We had great participation with eight individual interviews, thirteen focus groups, and the community survey that included 2,046 participants. Dr. Harris provided a summary of the survey, which included the overall quality of education, the state of the district, and the academic expectations. The strengths of Geneva 304 included high quality teachers, school/community connection, robust curriculum and programs, strong school leadership, and active and timely communication. The expectations for graduates of Geneva 304 included being highly prepared to be successful, collaborative, and critical thinkers, resilient, self-sufficient, and independent people, strong communication skills, and well developed social emotional skills. Skills and characteristics of Geneva 304 students included having well developed personal skills, accountability, and ownership, recognizing the variety of cultures, races, and backgrounds, work ethic, time management skills, executive functioning, and financial literacy skills. The issues that need to be addressed in Geneva 304 are the declining enrollment, maintaining academic success, exploring programming enhancements to Early Childhood services, and attracting, retaining, and professionally developing high quality staff. The district's vision for success is maintaining high academic achievement, implementing inclusive programming, developing financial responsible solutions, enhancing educational opportunities, and increasing stakeholder engagement. As we dive into Phase III, we will begin to focus on the future by doing a data driven root cause analysis and collaborative development of the mission, vision, core values, strategic priorities, and strategic objectives. In Phase IV we will implement plans, align school improvement plans, look at the dashboard.

Board comments, questions, concerns: Is there anything that surprised you compared to other districts? (The financial literacy. This came up several times and we do not typically see this. The global awareness and competencies piece is something that this district will need to find out what that means and how to go about that. You also have a unique issue of declining enrollment that has been communicated.) You talk about the top-rated programs in the district, but I was surprised that four of the five were extra-curricular and not academic. Is this normal? (Sometimes, so this may be something to discuss.) Are you planning to put this information into a form? Did you do an analysis of normality so that it is not skewed one way or the other? (Our back office does the analytics on the survey data. These survey questions have been used in 600-700 districts across the country over the last ten years. We did not compare your data with other districts.) When I look at the balance of the

survey questions I want to know if it was skewed one way or the other? (No. You may see some variance in the participation, however, with the way this survey has been used, your survey participation was good.) The question about equity had agree or strongly agree, so how do you analyze that? (You can see where people ranked and what the issues were with equity. It came out differently in the qualitative, but there was a consistent theme of wanting to be able to focus on cultural competencies.) Did the team have a way to correct for any bias? (Yes, during the focus groups. There was clearly a theme in the parental group, which was qualitative. Definitely, in the quantitative data.) I would be interested in receiving feedback on how we compare with other districts.

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 there is nothing to elaborate on in the email that was received from IASB. After reviewing what is out there, and it does not look like there is anything to draw our attention yet. They still have not gone through the rewriting of the bills yet, but when they start this process, we will want to keep an eye on them.

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

The Superintendent shared that this Friday is the County Wide Institute Day, and our staff will be participating in professional development. At the Geneva Early Learning Program, they are going to be doing some in-house curriculum development. At the elementary level, they will be working on implementation of new literacy resources. At the middle school level, they will be participating in some safety and security training and planning. At the high school level, they will be doing some instructional and content-focused sessions across Kane and DuPage counties.

He shared an update on the demographic study that was approved at the last meeting. We were able to get started the following day with Dr. Kofron to get the data collection started. There are two key things we need to get started on now. One is working with the Kane County Geographic Information System to gather geographic and mapping data and working with the Illinois Department of Health to gather birth data.

Lastly, he shared that historically we have had on the board agenda the Board Discussion Calendar, where we could see upcoming topics. We will be working to get this back on the agenda.

7. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

8. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION

9. INFORMATION

1. Suspension Report (Policy 7:200)
2. Bus Fleet Management Plan Update
3. 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)
2. Monthly Financials - January (Policy 4:40, 4:55)
3. Bid Summary: \$63,584.40, Correct Digital Displays, GHS Burgess Field Scoreboard Replacement Project
4. Bid Summary: \$1,342,850.10, FieldTurf USA, Inc., GHS Burgess Field Turf & Track Replacement Project

5. Bid Summary: \$2,961,250, Premier Mechanical, Inc., GHS Boiler & GHS/FES/WES Domestic Hot Water Heater Replacement Project
6. Request to Purchase: \$62,416, Datamation Imaging Services, for services and software
7. Gifts, Grants, Bequests: \$2,000, Burgess Norton MFG, Inc., for the GHS Robotics Club (Policy 8:80)

Motion by Radlinski second by Choi, to approve the above-listed, items 10.1-10.7. On roll call, Ayes, six (6), Ansari, Cabeen, Choi, Forbes, Hooks, Radlinski. Nays, none (0). Absent, one (1), Bellino. 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

A board member volunteered at the high school winter semi formal at the refreshments table, which was fun. It was great to see the students enjoying themselves. Board members attended the GMSN PTO meeting and were impressed with the collaboration between the two middles schools. There is much work taking place to prepare for the end of the school year for the eighth graders that will be moving on. Board members were invited to the World Language Potluck that included some great entertainment. It was an amazing opportunity and a wonderful experience. There is nothing more important we do than to teach children to read, and our staff are doing an excellent job. The Theater Boosters met last week. They closed out conversations for the "The Last Lifeboat" and things are ramping up for "Mama Mia" on April 18-20 with a possible Sunday matinee. Facilities Task Force met today, and we talked about some of the summer projects coming up. Thank you to Burgess Norton for their donation to the GHS Robotics Club. Congratulations to all the students that received the Tradition of Excellence award tonight Thank you to all the students that were brave enough to participate in tonight's literacy presentation. After listening to tonight's literacy presentation, one thing we hear in math is the removal of memorization when it comes to learning. We are looking forward to more updates regarding the Strategic Planning.

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)]; LITIGATION, WHEN AN ACTION AGAINST, AFFECTING OR ON BEHALF OF THE PARTICULAR PUBLIC BODY HAS BEEN FILED AND IS PENDING BEFORE A COURT OR ADMINISTRATIVE TRIBUNAL, OR WHEN THE PUBLIC BODY FINDS THAT 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)(5)]. [5 ILCS 120/2(c)(11)] (Policy 2:220)**

At 8:38 p.m., motion by Forbes, second by Hooks, 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 body; litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that 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.

At 9:26 p.m., the Board returned to open session.

14. ADJOURNMENT

At 9:26 p.m., motion by Radlinski second by Forbes and with unanimous consent, the meeting was adjourned.

APPROVED _____ (Date)	_____ PRESIDENT
SECRETARY _____	_____ RECORDING SECRETARY