

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, April 28, 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, President Larry Cabeen, Dan Choi, Vice President/Finance Committee Chair Jackie Forbes, Willard Hooks, Paul Radlinski. Late: None. Absent: None.

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

District staff present: Jeff Daurer, Interim Director of Operations & Maintenance; Tom Rogers, Principal Geneva High School; Tim Wyller, Principal Mill Creek Elementary; Shonette Sims, Assistant Superintendent Learning & Teaching; Dr. Adam Law, Assistant Superintendent for Personnel Services; Dr. Andy Barrett, Superintendent.

Others present: Meggan Rogers, Kristin Lozano, Jaime Gleason, Kiley Gleason, Matt Mondt, Christi Mondt, Janie Mondt, Carrie Tracey, Maggie Tracey, Nikhil Mehta, Kristen Mehta, Julia Kullberg, Klara Kullberg, Maria Kullberg, Julie Matousek, Tim Kisner, Tina Huffman, Ashley Falkos, Jerry Wyatt, Chad Falkos, Ava Falkos, Ella Falkos, Amanda Speerstra, Savannah Speerstra, Walker Filip, Anna Filip, Isla Filip, Henry Filip, Hawkins Filip, Robyn Blake, Megan Bruno, John Conklin, Claire Conklin, Nikki Kelly, Anna Keller, Mila Menta, Emily Kisner, Vance Huffman, Josh Blake, Stephen Horne, Lauren Lozano.

2. APPROVAL OF MINUTES (Policy 2:220)

1. Regular Session, April 15, 2025
2. Executive Session, April 15, 2025

Motion by Forbes second by Hooks, to approve the above-listed minutes, item 2.1.

On roll call, Ayes, seven (7), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks, Radlinski. Nays, none (0). Absent, none (0). Abstained, none (0).

3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS

1. Tradition of Excellence: GHS Students (Policy 6:330)
Virtual Enterprises, ACES

Virtual Enterprises

Abby Arnold

Maddy Bruno

Olivia Bogacz

Owen Homewood

Ryan Kelly

Lucas Oldham

Caden Sorensen

Evan Swierczewski

ACES Team

Suzanne Colin
Claire Conklin
Ellie Grantcharov
Anna Keller

Kate Marconi
Dylan McCord
Luisa Parente

Dominic Ross
Vitaly Starkov
Cole Steben

2. Viking Leaders Award: Mill Creek School (Policy 6:330)
Soaring Eagle's, Student Council

Soaring Eagles

Josh Blake
Stephen Horne
Lauren Lozano

Janie Mondie
Eva Luna Ramirez
Samantha Shelton

Savannah Speerstra
Annalise Spelic

Student Council

Ella Falkos
Isla Filip
Kiley Gleason

Vance Huffman
Emily Kisner
Julia Kullberg

Mila Menta
Janie Mondie
Maggie Tracey

3. Safety & Security Presentation – Tim Baker

Tim Baker shared that when the school year ends and students are gone, we head into the buildings to start preparing the schools for the next school year. The safety and security staff have a lengthy list of things to do and inspect, such as verify all interior locks are working, verify the exterior PA system is working, and verify that all two-way radios are working. Once they have completed their inspection, work orders are placed, and the work is completed.

All our buildings have security cameras, including the transportation garage and central office. These cameras are in place to assist in investigations when something happens. In 2023-24, we did a district-wide assessment of camera needs. In 2024-25, we began upgrading cameras from single view to multiview (2-4 lens). Geneva High School had 40 cameras replaced and an additional 25 installed, increasing the viewing area to 200+ views. At Geneva Middle School North, we increased the viewing coverage area to 62 views and at Geneva Middle School South we increased viewing coverage to 45 views. At Harrison Street School there were four exterior cameras replaced with multiview cameras. In 2025-26, Mill Creek, Williamsburg, and Heartland will have their cameras upgraded and the middle schools will have additional cameras installed in the gym and exterior of buildings. In 2026-27, Western Avenue, Fabyan, and Central Office will have their cameras upgraded.

In 2024-25, all schools executed the six required scheduled drills, and Harrison, Western Avenue, and Williamsburg completed the second year of the School Emergency Response Plan training. There will continue to be future trainings and tabletop exercises to reinforce the training that was provided. Every year there is an annual review with first responders and schools. All buildings have posted the "I Love You Guys" standard response protocol for staff and students. Identification cards have been updated to include the standard response protocol. We currently have a "Memorandum of Understanding" with our reunification sites that is valid through 2026-27. Individual site plans are reviewed each year and updated as needed. The district established the "Safe Schools Tip Line" in 2014-15. Each building has a Raptor System to manage visitors who enter the buildings. This system checks the National Sex Offender Data Base and looks for any court orders and any orders of protection. Other compliance checks that are conducted include making sure that fob readers are working, background checks are conducted on all contractors, and all exterior doors are secured during the school day. It is important that we are staying

up-to-date on safety and security best practices.

Board comments, questions, concerns: Is there any legislation or policy regarding subs and safety training? (There is legislation that subs get the same training, but there is no policy on this. We do provide our subs with the same protocols that our staff get.) Are the cameras only for the schools because I know there are districts that have had their catalytic converters stolen? (We have diesel buses, and they do not have catalytic converters, but our smaller buses that have them are kept inside.) With the cameras, do they have sound? (No, they are just videos.) If there is a blind spot, can they pick up noise? (No.)

4. 2025-26 Capital Improvement Plan – Jeff Daurer

Jeff Daurer shared that the O&M department is in the process of a facilities condition assessment. There are engineers and architects identifying critical areas. Priorities are based on safety, essentiality to the functions of the building, cost, needs, and efficiencies. The district is getting professional estimates for future projects. There are no projects approved/anticipated for Coultrap Educational Services Center, Fabyan Elementary, Western Avenue Elementary, and Williamsburg Elementary. The estimated cost for the 2025 summer projects is \$7,296,267 and \$8,193,672 for the summer of 2026. The district is targeting \$8-10 million annually for summers 2027-2026.

Approved 2025-26 Projects

Geneva High School – air handling unit, chiller, library renovation, and elevator modernization

Geneva Middle School North – track replacement

Geneva Middle School South – roof replacement and wall flashing

Harrison Street Elementary – air handling unit, chiller, and fire alarm system

Heartland Elementary – air handling unit and chiller

Mill Creek Elementary – mechanical system valve replacement and elevator modernization

Keslinger Bus Garage – parking lot expansion

Anticipated 2026-27 Projects

Geneva High School – greenhouse glazing system replacement, paving/site work, fire safety items, and replacement of tennis courts

Geneva Middle School North – two boilers, hot water heater, and health life safety work

Geneva Middle School South – emergency generator, transfer switch, fire alarm upgrades, elevator replacement, and health life safety work

Harrison Street Elementary – roof

Mill Creek Elementary – masonry cleaning and tuckpointing

Keslinger Bus Garage – maintenance pit cover system replacement

Board comments, questions, concerns: The boiler and water heater for 2026-27, can we assume these are newer than what we just replaced at the high school and should not be as large of a project? (That is a good assumption.) Is Harrison Street a full roof replacement? (No.) We talked about the LED light replacement and I don't see those for any of the schools. Mill Creek and Fabyan are not part of the Geneva electric, so we had talked about going to these schools. Are we backing away from this? (Your new director piloted that project. We are using internal staff and not outside workers to do the work. We are buying the fixtures through our Capital Equipment funds and not Capital Improvement funds. Brian Pedermen shared with me that we qualify for ComEd funding of about \$47,000 at Fabyan.) There were concerns earlier in the year at the high school about the temperatures in the gyms. Have we already addressed that because I do not see it on the plan? (Both gyms had large fans installed, and we have run conduit. They should be up and running this

summer.) What is the lifetime for LED's? (It depends on the manufacturer, but we have been hearing about twenty-five years. We would be happy with twenty years.) What country are they from? (They are Lithonia fixtures. Some are made in the United States, and some are made overseas.

5. 2025-26 Preliminary O&M Budget – Jeff Daurer

Jeff Daurer shared the preliminary budget for O&M. Revenues consist of the EAV/local taxes, interest, rental fees, parking fees, Park District reimbursement, E-rate, and Evidence Based Funding. These revenues are estimated to be \$16,504,868. Expenditures consist of salaries, benefits, purchased services, supplies/materials, capital projects, other expenses, and non-capital equipment. These expenditures are estimated to be \$12,730,768. A five-year summary of revenues and expenditures showed a moderate increase each year. Budget assumptions include providing competitive wages, increasing retention, investing and using interest income to counter inflation, leaving fund balances in case of overages, continuing proactive/preventative maintenance, reviewing levels of service and staffing, and making operational changes for effectiveness and efficiencies as needed. Areas of concern include economic and external factors, inflation, reduced investment opportunities, staffing challenges, competitive bid process/delays, summer project carryovers, and completion timelines.

Board comments, questions, concerns: For a number of years back, we were bringing in more money than we could spend, so we accrued funds. For the last couple of years, we started spending these funds. Are we getting to the point that revenue could exceed expenditures again? (Todd will not take you over the line.) But are we caught up? (Yes.) You mentioned proactive/preventative maintenance, what are we doing differently than two to three years ago where we were more reactive with maintenance? Did we change the process in your organization from what we may have been doing previously? (Yes, we do this not only on our internal level, but we are also looking at this on the facilities assessment level. We cannot have a chiller go down and wait nine months for it to arrive, which is why we need to do good predictive maintenance.) Are we seeing an increased lead time with tariffs? (Yes, and you may see us asking for some early leads again.) There is a significant decrease in the purchased service line item, so I am wondering if that is because we are having our staff do more and not looking for outside help? (Some of that is going to move into capital improvement. In the past, we would have asked some of the vendors to do the work. Now we are bidding out that work and seeing some better pricing through our capital improvement process.) There is a theme I have noticed in your presentation which is to be proactive to reduce costs from getting out of hand. For that, we thank you. Thank you for the presentation, but throughout I heard several things to not only plan ahead, but also to plan ahead for that instability we are living through. Thank you for your professional management and skill set that you have brought to your role and services this past year.

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 she looked at HB 1787 regarding training for substitutes teachers. It did have a first reading in the other chamber, but the Senate is where it is now.

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

Dr. Barrett shared that the state mandated ACT testing at Geneva High School went well. Next is the Advanced Placement testing at GHS. The state mandated Illinois Assessment for Readiness and Illinois Science Assessment are complete at the elementary and middle schools. Coming up next for elementary and middle schools is the Measures of Academic Progress. There has been much work and progress this year on the Strategic Plan and one of our goals is Cultural Competency. Since we last met, there have been several events that have happened with that goal. There was a Cultural Fair at the middle school level, the "Week of Giving" at GHS, elementary collaboration on common experiences, and early stages of development with community partnerships. Thank you to our Board for all you do for our school community. Congratulations to our members who have been reelected. The canvass is complete, and we will hold an official swearing in and organization at our next meeting. Coming up is our spring retreat, which will provide an opportunity for us to collaborate on some important topics and GHS graduation is right around the corner. In the past couple of weeks, there has been something we have been trying to work through. So, as you know, part of the Strategic Plan is to right size our staffing based on enrollment trends in the district. At the high school, they are always looking at this. As enrollment is declining, one area we have seen an impact is in our German program. This has been a small but mighty program for many years. We are starting to see a decline in enrollment in this program. This is a multi-year commitment, as they can take German starting in 8th grade. Our potential approach is to sunset the program to ensure all students currently in the program have the opportunity to complete the program. This would mean we would no longer offer German starting next year. Dr. Barrett thanked Tim Baker and his safety and security staff for all they do to make sure our staff and students are safe. He also thanked the entire staff, community partners, first responders, and community members who help to keep our schools safe. Thank you to our wonderful administrative professionals, as last week was Administrative Professionals Day! We are incredibly grateful for them and all that they do.

Board comments, questions, concerns: Have you heard of any pending legislation about a requirement for language in our schools? Could this impact how many German students we have? (There is no pending legislation on this, but it is written in the school code that a few years from now it would be a graduation requirement that every student take two years of a foreign language.) Is there a chance that we could partner with other school districts facing the same issue? Have we ever considered American sign language? (We have had preliminary conversations about how we could co-op some things, but because of the logistics we do not think this is a viable solution. In regard to American sign language, this would be an even more difficult field to staff.)

7. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

1. Consolidated District Plan

This was presented at the last board meeting and has been brought back for a vote by the board.

Motion by Choi second by Forbes, to approve the above-listed, item 7.1. On roll call, Ayes, seven (7), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks, Radlinski. Nays, none (0). Absent, none (0). Abstained, none (0).

8. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION

9. INFORMATION

1. Board Meeting/Presentation Schedule (Policy 2:220)
2. Suspension Report (Policy 7:200)

3. Out-of-State Trip Request

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 - March (Policy 4:40, 4:55)
3. Client Services Agreement for ProCare
4. 2025-26 Student Fees (Policy 4:140)
5. 2024-25 Board Meeting Calendar - Updated
6. Physical Therapy Agreement – ATI (Policy 4:30 & 7:300)
7. O&M Working Agreement
8. Newsela Contract
9. Request to Purchase: \$38,834, Datamation Imaging, for student records digitization
10. Request to Purchase: \$27,988.75, Midwest Computer Products, Inc., for classroom projectors at HES and FES
11. Gifts, Grants, Bequests: \$500, Geneva Masonic Lodge, to support students in need (Policy 8:80)
12. Gifts, Grants, Bequests: \$2,000, Tammy & Mike Chiovari, for GHS band activities

Motion by Bellino second by Choi, to approve the above-listed, items 10.1-10.12. On roll call, Ayes, seven (7), Ansari, Bellino, Cabeen, Choi, Forbes, Hooks, Radlinski. Nays, none (0). Absent, none (0). 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

Congrats to the Viking Leaders and Tradition of Excellence recipients that were recognized tonight. It is great to see what students are doing in their buildings. Congrats to the GHS theater program. They had four performances last weekend of "Suessical the Musical." The students did an amazing job. Thank you for the presentations this evening from Jeff Daurer and Tim Baker. They were highly informative. Thank you to our administrative professionals, as they are the glue that holds the schools together in so many ways. Staff appreciation is coming up, so thank you to all our staff in the buildings. They do so many things with our kids in many great ways to be impactful in our kids' lives. Students do not really get a formal course in civics, but they do get opportunities to see how things work. Through the presentations that we see there is proof that they are learning to be citizens. It was great to see students who are willing to help others without the expectation of a thank you. Board members attended the musical and everyone involved was excited and enjoying themselves. Listening to the students tonight, telling their stories and hearing about the Unified Vikings at the high school is what is great about having a consolidated school district. A shout out to the parents that are part of the Theater Boosters! They do so much for our students. It is great to see that our students enjoy volunteering at the Illinois Food Bank. A board member attended the health insurance meeting on April 15 with district staff and administrators. It is great to be a part of those conversations. Thank you to the board for approving the O&M working agreement.

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)]; COLLECTIVE NEGOTIATING MATTERS BETWEEN THE PUBLIC BODY AND ITS EMPLOYEES OR THEIR REPRESENTATIVES, OR DELIBERATIONS CONCERNING THE SALARY SCHEDULES FOR ONE OR MORE CLASSES OF EMPLOYEES [5 ILCS 120/2(c)(2)]. [5 ILCS 120/2(c)(11)] (Policy 2:220)

At 9:08 p.m., motion by Ansari, second by Bellino, 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; collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning the salary schedules for one or more classes of employees.

At 9:37 p.m., the Board returned to open session.

14. ADJOURNMENT

At 9:38 p.m., motion by Bellino second by Ansari and with unanimous consent, the meeting was adjourned.

APPROVED _____ PRESIDENT
(Date)

SECRETARY _____ RECORDING
SECRETARY