



**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 18, 2022, 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 McCormick.

Board members present: Molly Ansari, Larry Cabeen, Dan Choi (by phone), Finance Committee Chair Jackie Forbes, President Mike McCormick, Paul Radlinski. Late: None. Absent: None.

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

District staff present: Tom Rogers, Principal Geneva High School; Tim Baker, Safety Security Supervisor; Sandy Manisco, Communications Coordinator; Anne Scalia, Director for Student Services; Todd Latham, Assistant Superintendent for Business Services; Dr. Andy Barrett, Assistant Superintendent Learning & Teaching; Dr. Adam Law, Assistant Superintendent for Personnel Services; Dr. Kent Mutchler, Superintendent.

Others present: John Thomas, Jacquelyn Carrier, Tracy Watson, Dan Watson, Ben Watson, Josh Watson, Ved Vyas, Jigina Vyas, Bridget Hecker, Jim & Mary Payton, Brigid Buchman, Jack Holtorf, Dee & Layla Neukirch, Ashlee White, Susan Altmon, Bridget Cheney, Ellie Grantcharov.

Motion by Cabeen second by Radlinski, to approve member Choi joining the meeting by phone. On roll call, Ayes, five (5), Ansari, Cabeen, Forbes, McCormick, Radlinski. Nays, none (0). Absent, none (0). Abstained, none (0).

2. APPROVAL OF MINUTES (Policy 2:220)

1. Regular Session, June 13, 2022
2. Executive Session, June 13, 2022

Motion by Ansari second by Forbes, to approve the above-listed minutes, items 2.1-2.2. On roll call, Ayes, six (6), Ansari, Cabeen, Choi, Forbes, McCormick, 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)
Girls Badminton, Girls Track & Field, ICTM

Girls Badminton State Qualifiers

Lisa Colin & Annabelle Karch – Doubles
Riley Smith & Taylor Smith – Doubles

Girls Track & Field State Qualifiers

Bridget Hecker
Angelina Romano

ICTM State Math Qualifiers

Andrew Baggio
Jesse Balc
Shreeya Buddaraju
Donovan DelMundo
Hunter Finn

Ellie Grantcharov
Nicholas Grimes
Jack Holtorf
Julianna Longo

Alexander McCullough
Bennett Nippert
Ved Vyas
Joshua Watson

2. Student Services Update – Anne Scalia

Director for Student Services Anne Scalia provided an update on mental health, risk assessments, and restraint & time out. In Geneva CUSD 304, we believe that mental health is an essential part of overall health. This is why it is important to provide support, address economic and social barriers, and help students to learn and practice techniques to manage difficult emotions. Our goal is to create a positive and safe environment, provide social-emotional learning standards, recognize signs of changes in mental health, maintain and train school mental health providers, and have a continuum of supports and services.

Risk Assessments are used when we think there is a probability that one could harm themselves or others. To assess risk of harm to self, we must identify the problem, secure, and stabilize the person, convene team, gather information, identify risk and protective factors, identify risk level, determine next steps, and document. The State has mandated that a threat assessment procedure must be in place, and the assessment team should consist of an administrator, teacher, counselor, psychologist, social worker, and law enforcement official. Each year, the Board of Education must submit their threat assessment procedures and list members of the assessment team. Police are not allowed to interview a student without notifying a parent and allowing them to be present during the interview. The school administration leads both processes, general investigation of student misconduct and threat assessment. A threat assessment is completed whenever an individual's behavior or situation causes a concern of potential harm to self or others. The purpose of the assessment is to take appropriate measures to maintain safety, protect and support potential victims, and provide assistance to the individual being assessed. The threat assessment process is to identify the problem, secure and stabilize the person, convene team, gather information, convene team to review information and answer questions, classify level of threat, determine next steps, and document.

District 304 does not currently use isolated time out but does use restraint. It was declared that use of these interventions carries a risk to the health and safety of students and staff. The goal is for schools to reduce and eliminate these interventions with the support of the Illinois State Board of Education (ISBE). A time out is not an in-school suspension, detention, or other appropriate disciplinary measure. In summary, RTO is only used when the student's behavior presents an imminent danger, and ongoing supervision meeting specific regulations must occur. RTO shall not be used as discipline or punishment. The district is required to submit information on RTO planning to ISBE.

Staff are required to have eight hours of training annually in restraint, and it must cover the following: crisis de-escalation, restorative practices, identifying signs of distress during RTO, trauma-informed practices, and behavior management practices. An RTO oversight team must have a reduction plan in place, and it must have the required components. Our plan is to focus on building capacity, development and implementation of staff training requirements, develop alternatives for RTO, develop a debriefing template and format, and convene debriefing meetings. Staff must have access to student information, provide summaries of IEP's and Section 504 plans to stakeholders, review plans with stakeholders, develop behavior support plans and/or interventions, and make RTO plan available for parents upon request.

Board comments, questions, concerns: With mental health, you talked about support services and encouraging skill building. What is the general feel of staff on supporting the needs of students, and

are they on board? (Our teachers and staff are the first, Tier 1, provider. At the elementary level, our teachers teach the Second Step. Our social workers and psychologists do more of the Tier 2 and Tier 3. If you asked teachers if they felt comfortable, they would be all over the board with their responses.) If there is a student that is a risk or danger to other students, and you cannot get ahold of the parents, is it correct that you can call the police and then you do not have to get the parents? (A student cannot be interviewed by a police officer without the parent's consent, and they must be given the opportunity to be present.) You mentioned ten incidents a year. Is that increasing or stable? (It is stable.) Can you explain supine? (On your back.) Do you notice a trend with high school students or younger students? (Our trend is more with our younger students, because they do not know how to control their emotions.)

3. 2022-23 Draft Budget (Policy 4:10) – Todd Latham

Assistant Superintendent for Business Services Todd Latham presented the 2022-23 draft budget which included revenue and expense assumptions. He shared that in the Education Fund, we are estimating a 5.2% increase in revenue and a 3.5% increase in expenses. In the O&M Fund, we are estimating a 3.0% increase in revenue and a 16.6% increase in expenses. The Debt Service Fund is estimated to have a 2.1% increase in revenue and a 3.2% decrease in expenses. The Transportation Fund is estimated to have a 1.7% increase in revenue and a 10.0% increase in expenses. The Retirement Fund is estimated to have a 5.2% increase in revenue and a 12.9% decrease in expenses. The Capital Fund is estimated to have a 235% increase in revenue and a 221% increase in expenses. The Working Cash Fund is estimated to have a 20.6% increase in revenue and no increase in expenses. The Tort Fund will have an estimated 40% increase in revenue and no increase in expenses. The Fire Prevention and Safety Fund is estimated to be funded to meet the 2022-23 Board approved life, fire, safety improvement projects. Overall, the district is estimated to see a 9.0% increase in revenue and a 10.0% increase in expenses. Factors that could still affect the budget are the levy rate, staffing levels, benefit elections, increase of purchased services, supply and material costs, energy costs, and supply chain delays/surcharges. In August, we will present the tentative budget, with the final budget being approved in September.

Board comments, questions, concerns: Are the O&M salaries based on being fully staffed? (No, but we anticipate filling those vacancies.) So, vacancies are not included in the budget planning? (Not currently.)

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."

Jackie Forbes shared that at the federal level there is the new bipartisan Safer Communities Act that does have direct appropriations for mental health services and increasing school safety. Stay tuned for more information on this act. The new "988" mental health hotline went live on Saturday and was communicated through the school district's social media.

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

The Superintendent shared that Principal Tom Rogers reminded us that we are within a month of school starting. We are planning our beginning like any other school year. We have been hiring staff and orienting them to our district. We have a group of new teachers coming in tomorrow for an orientation and support staff the next day. We had our O&M safety training during the summer and provided lunch to thank this group for all that they do for the district. Mr. Ney assured us that the buildings will be ready for students for the start of school. There was a full day of training for safety and security for schools through the "I Love You Guys" program, along with NIMS, our national training. There will be a board presentation next month by our Safety Security Supervisor Tim Baker. There has been professional development and technology upgrades taking place throughout the summer. Summer projects have been happening around the district with concrete and roofing projects mostly.

6. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

1. Policy Updates: Second Reading – **Updated, Reviewed & New** (Policy 2:240)

1. Policy 2:230, Public Participation at Board of Education Meetings and Petitions to the Board - Updated
2. Policy 3:70, Succession of Authority – 5-year review
3. Policy 4:70, Resource Conservation - Updated
4. Policy 5:70, Religious Holidays – 5-year review
5. Policy 5:80, Court Duty - Updated
6. Policy 5:110, Recognition for Service – 5-year review
7. Policy 5:140, Solicitations By or From Staff – 5-year review
8. Policy 5:240, Suspension – 5-year review
9. Policy 6:70, Teaching About Religions – 5-year review
10. Policy 6:80, Teaching About Controversial Issues - Updated
11. Policy 6:140, Education of Homeless Children – 5-year review
12. Policy 6:290, Homework – Updated
13. Policy 6:330, Student Recognition – 5-year review
14. Policy 7:15, Student and Family Privacy Rights – Updated
15. Policy 7:270, Administering Medicines to Students – Updated
16. Policy 7:285, Anaphylaxis Prevention, Response, and Management Program - Rewritten

Motion by Cabeen second by Forbes, to approve the above-listed resolution, items 6.1.1—6.1-16. On roll call, Ayes, six (6), Ansari, Cabeen, Choi, Forbes, McCormick, Radlinski. Nays, none (0). Absent, none (0). Abstained, none (0).

7. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION

8. INFORMATION

1. Board Meeting/Presentation Schedule (Policy 2:220)
2. Consolidated District Federal Grant Plan
3. FOIA Requests (Policy 2:250)

9. 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

Mays, Eric, GHS, Business Teacher, 1.0 FTE, effective 8/15/22
 George, Dominique, FES, Kindergarten, 1.0 FTE, effective 8/15/22
 Nielsen, Katie, WAS, 2nd Grade Teacher, 1.0 FTE, effective 8/15/22
 Foulkes, Elizabeth, HSS, Reading Teacher, 1.0 FTE, effective 8/15/22
 Coffland, Kerrilyn, MCS, 5th Grade Teacher, 1.0 FTE, effective 8/15/22
 Montalbano, Julie, GELP, Early Childhood/Blended Teacher, 1.0 FTE, effective 8/15/22
 Petrich, Bailey, WAS, 2nd Grade Teacher, 1.0 FTE, effective 8/15/22
 Lynch, Ashley, GHS, Math Teacher, 1.0 FTE, effective 8/15/22
 Hirner, Jerod, GMSS, Language Arts Teacher, 1.0 FTE, effective 8/15/22
 Orozco, Lupe, HSS, Orchestra Teacher, 1.0 FTE, effective 8/15/22
 Jurkynas, Jennifer, GMSN, Learning Behavior Specialist, 1.0 FTE, effective 8/15/22
 Kelly, Erin, GELP, Early Childhood/Blended Teacher, 1.0 FTE, effective 8/15/22
 Longo, Drew, GHS, English Teacher, 1.0 FTE, effective 8/15/22
 Masella, Haley, GHS, Learning Behavior Specialist, 1.0 FTE, effective 8/15/22
 Nelson, Brittany, GELP, Speech Language Pathologist, 1.0 FTE, effective 8/15/22
 Clary, Staci, GMSN (SLC), Learning Behavior Specialist, 1.0 FTE, effective 8/15/22
 Schulget, eric, GHS, Learning Behavior Specialist, 1.0 FTE, effective 8/15/22

FMLA Certified Staff

Russell, James, GHS, Physical Education Teacher, effective 9/13/22-10/26/22
 Sharko, Josh, GMSS, 7th Grade Language Arts, effective 8/29/22-9/26/22
 Kremer, Sarah, GMSN, Language Arts, effective 10/20/22-1/27/23

Long Term Sub Certified Staff

Danek, Mary, HSS, 1st Grade, 1.0 FTE, effective 8/15/22-10/25/22

Reappointments Certified Staff

Corkery, Jean, GHS, Project Lead the Way, 0.4 FTE, effective 8/15/22

Resignations Certified Staff

Burk, Sarah, GHS, Learning Behavior Specialist, effective 5/31/22

Klein, Tricia, GMSN, Learning Behavior Specialist, effective 5/31/22

Bowman, Ann, GELP, Early Childhood/Blended Teacher, effective 5/31/22

Fritz, Emily, GHS, English Teacher, effective 5/31/22

Napravnik, Jennifer, HSS, 5th Grade Teacher, effective 5/31/22

Wallenburg, Lauren, GMSS, Language Arts Teacher, effective 5/31/22

Approval of Retirement Contracts for Certified Staff

Beyer, Juli, GMSS, Social Studies, 1.0 FTE, effective 2025-2026

Hawks, Lisabeth, GMSS, Social Studies, 1.0 FTE, effective 2025-2026

Japlon, Kenneth, GMSS, Social Studies, 1.0 FTE, effective 2025-2026

Jenco, Nancy, WES, Learning Behavior Specialist, 1.0 FTE, effective 2025-2026

Markuson, Jay, GHS, Industrial Technology, 1.0 FTE, effective 2022-2023

Thill, Paul, GHS, English Teacher, 1.0 FTE, effective 2025-2026

Gain, Kerry, GMSN, Math Teacher, 1.0 FTE, effective 2026-2027

Giltz, Rebecca, HSS, 4th Grade Teacher, 1.0 FTE, effective 2026-2027

Hack, Michael, GMSS, Social Studies, 1.0 FTE, effective 2026-2027

Pool, Mark, CO, Technology Facilitator, 1.0 FTE, effective 2026-2027

Rolf, Shelly, GMSS, Guidance Counselor, 1.0 FTE, effective 2026-2027

New Hires Support Staff

O'Donnell, Hillary, CO, PT HR Admin. Assistant, effective 6/15/22

Briner, Mandy, FES, Registered Nurse, effective 8/15/22

Lopez, Cesar, GMSS, 2nd Shift Custodian, effective 7/6/22

Hatczel, Kate, GHS, Registered Nurse, effective 8/1/22

Marquez, Brianna, GELP, Special Education Assistant, effective 8/15/22

Maturno, Derrick, All Buildings, District HVAC, effective 7/11/22

O'Higgings, Brendon, CO, Building Services Coordinator, effective 7/18/22

Mielke, Karsin, CO, Mail Courier, effective 7/6/22

Holmes, Jill, HES, Special Education Assistant, effective 8/15/22

Sweeney, Lindsay, MCS, Kindergarten Assistant, effective 8/15/22

Johnson, Kyle, All Buildings, 1st Shift Custodian, effective 7/25/22

Resignations Support Staff

Morgan, Janice, HES, Special Education Assistant, effective 5/31/22

Myatt, Julie, GMSN, Special Education Assistant, effective 5/31/22

Wade, Sara, WAS, Reading Tutor, effective 5/31/22

Zamora, Lenora, HES, Special Education Assistant, effective 5/31/22

Finch, Sara, GMSS, Special Education Assistant, effective 5/31/22

Twohig, Kate, WAS, Library Assistant, effective 5/31/22

Long, Matt, HSS, Head Custodian, effective 7/22/22

Doherty, Lisa, MCS, Special Education Assistant, effective 5/31/22

Reclassification Support Staff

O'Rourke, Heather, GMSN, 10-month Bldg Tech 5 hrs to 10-month Bldg Tech 7 hrs, effective 8/1/22

Brandt, Karen, GMSS, 12-month Admin Asst at GHS to 12-month Admin Asst at GMSS, effective 7/11/22

Estrada, Christina, CO, 12-month Admin Asst at GHS to 12-month Admin Asst at CO, effective 7/1/22

Madden, Kelly, TRANS, Bus Driver to Dispatcher/Supervisor, effective 6/13/22

Wilson, Joy, GHS, Spec Ed Asst at HSS to 10-month Counseling & Advising Admin Asst at GHS, effective 8/5/22

Daly, Mike, MCS, Custodian at GHS to Head Custodian at MCS, effective 7/11/22

Perry, Sue, GHS, 10-month Admin Asst at GHS to 12-month Admin Asst at GHS, effective 7/12/22

Ziegler, Jody, 12-month Admin Asst at GMSN to 10-month Admin Asst at GHS effective 7/12/22

Navigato, Sherry, GHS, 12-month Admin Asst at GHS to 12-month Admin Asst at GMSN effective 8/1/22

Reappointments Support Staff

Bracey, Kari, HES, Kindergarten Assistant, effective 8/15/22
Runyan, Jane, HSS, Kindergarten Assistant, effective 8/15/22
Todd, Christine, HSS, Kindergarten Assistant, effective 8/15/22

Retirement Support Staff

Isaacson, Cathy, HSS, Admin Asst, effective 8/12/22
Keith, Mary Ellen, WES, Building Nurse, effective 5/31/22
Gomez, Tom, HES, Head Custodian, effective 10/31/22
Hernandez, Jose, WES, Head Custodian, effective 9/2/22

New Hires Administration

Neukirch, Joseph, GMSN, Assistant Principal, effective 7/1/22

Reappointments Administration

Oros, Kristin, GMSN/GMSS, Middle School Campus Athletic Director/Dean, effective 2022-2023
Anderson, Laura, All Buildings, Private/Alternative Placement Coordinator, effective 2022-2023

Reclassification Administration

Riberio, Tracy, TRANS, Dispatcher/Supervisor to Asst Director of Transportation, effective 6/17/22
Hahn, Matt, GHS, GHS Social Studies Teacher to Athletic Director, effective 7/1/22

Resignations Administration

Kim, Karen, GMSN, Assistant Principal, effective 5/31/22

2. Accounts Payable (Policy 4:50)
 3. Gifts, Grants, Bequests: \$500, Parent Petroleum, Inc., for math & science programming (Policy 8:80)
 4. Gifts, Grants, Bequests: \$1,500, Geneva Pool Services, for uniforms and equipment (Policy 8:80)
 5. Gifts, Grants, Bequests: \$6,000, The State Bank of Geneva (\$1,500), Elburn Market (\$1,500), Ken's Auto Center, Inc. (\$1,500), Fox Valley Orthopedic Associates (\$1,500), for GHS athletics uniforms and equipment (Policy 8:80)
 6. Selection of Depositories, Investment Managers, Dealers and Brokers (Policy 4:30)
 7. Approval of Staffing Agreement with Maxim Healthcare Staffing Services, Inc.
 8. Pay Request #2: \$220,410, Malcor Roofing of Illinois, Inc., roof renovations at GHS
- Motion by Ansari second by Forbes, to approve the above-listed, items 9.1-9.8. On roll call, Ayes, six (6), Ansari, Cabeen, Choi, Forbes, McCormick, Radlinski. Nays, none (0). Absent, none (0). Abstained, none (0).

10. 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.*

One parent requested that the Student Handbook, with the plan for the 2022-23 school year, be published prior to the start of school to allow parents to make plans based on what the process for COVID mitigations might be. They shared the challenges they have had with the district over the past two years regarding COVID. All they want is the best education for their children.

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

There was an opportunity today with thirty area students and French students, who are visiting the United States, to tour the high school as part of their seeing what a typical American high school is like. The tour was led by a recent graduate of GHS who did a wonderful job. One take away from this tour was that in France, high schools get one hour for lunch. There was nothing positive or negative either way, but it is interesting how different cultures address these situations. The Board has received letters regarding safety, and this may not speak for the entire Board, but student safety is the number one priority.

At 8:21 p.m., Dan Choi left the meeting.

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)]; 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)]; 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); THE SELECTION OF A PERSON TO FILL A PUBLIC OFFICE, AS DEFINED IN THE OPEN MEETINGS ACT, 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 THE POWER TO REMOVE THE OCCUPANT UNDER LAW OR ORDINANCE [5 ILCS 120/2(c)(3)]. [5 ILCS 120/2(c)(11)]**

At 8:23 p.m., motion by Forbes, second by Cabeen, to go into executive session to consider matters pertaining to 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 such an action is probable or imminent, in which case the basis for the finding must be recorded and entered into the minutes of the closed meeting; 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; 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; the selection of a person to fill a public office, as defined in the Open Meetings Act, 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 9:58 p.m., the Board returned to open session.

14. POSSIBLE ACTION FOLLOWING EXECUTIVE SESSION

1. Possible Action on GEA Memoranda of Understanding

Motion by Forbes second by Cabeen, to approve the above-listed MOU #1 as presented, item 14.1. On roll call, Ayes, five (5), Ansari, Cabeen, Forbes, McCormick, Radlinski. Nays, none (0). Absent, one (1), Choi. Abstained, none (0).

2. Possible Action on GEA Memoranda of Understanding

Motion by Cabeen second by Ansari, to approve the above-listed MOU #2 as presented, item 14.2. On roll call, Ayes, five (5), Ansari, Cabeen, Forbes, McCormick, Radlinski. Nays, none (0). Absent,

one (1), Choi. Abstained, none (0).

15. PRESENTATION

1. Ray & Associates Update on Superintendent Search

Bridget Cheney, a consultant with Ray & Associates, shared an update on the plans moving forward in the search for a new Superintendent. Ray & Associates will work with the Communication's Coordinator Sandy Manisco to create a flyer advertising the position that is representative of Geneva. We want to conduct the widest, broadest, and deepest search across the country by advertising through the American Association of School Administrators (AASA), the Association of Latino Administrators & Superintendents (ALAS), the National Alliance of Black School Educators (NABSE), and many others in the state of Illinois. Lastly, we will be back in mid-September to conduct stakeholder groups or forums. We are looking for a superintendent to be in place by the end of January. While we are here for the stakeholder groups, we will have an online survey for everyone else in the community and internally for district staff.

16. ADJOURNMENT

At 10:01 p.m., motion by Cabeen, second by Ansari and with unanimous consent, the meeting was adjourned.

APPROVED _____
(Date)

_____ PRESIDENT

SECRETARY _____

_____ RECORDING
SECRETARY