



**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, October 22, 2018, at 7:00 p.m. at the Coultrap Educational Services Center, 227 North Fourth Street, Geneva, Illinois

**1. CALL TO ORDER (Bylaws 0163 & 0164)**

- 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: Taylor Egan, Policy Committee Chair Leslie Juby, Finance Committee Chair Dave Lamb, Mike McCormick, Vice President Kelly Nowak, Mary Stith, President Mark Grosso. Late: None. Absent: None.

The President welcomed everyone, reminded them to sign the attendance record, and asked the Boy Scouts to lead them in the Pledge of Allegiance.

District staff present: Tom Rogers, Principal Geneva High School; Laura Sprague, Communications Coordinator; Dr. Dean Romano, Assistant Superintendent of Business Services; Dr. Andy Barrett, Assistant Superintendent of Learning & Teaching; Dr. Adam Law, Assistant Superintendent Personnel Services; Dr. Kent Mutchler, Superintendent.

Others present: WGN News, Diane Chapman, Matt Francis, Patti Reeder, Jason Santo, Cathy Fuller, Jordan Brewner, Susan Rago, Donald Rago, Lisa Meister, Jonathan Wassell, Juli Beyer, Jeannine Chase, Jaimee Beyer, Brannon Anderson, Brad & Heather Moter, Todd Augustine, Dawn Lutz, Alex Augustine, Bonnie Booth, Ann Bachman McIntosh, Cindy Whitley, Tom Anderson, Mary Seeberg, Cory Krueger, Andrew Wendt, Dean Honaft, Jared Walter, Nathan Kilmer, Becky Furnish, Tammy Thompson, Charles Egan, Angela Rago, Lori Dain, Stacey Kilburg, Bill & Kathy McDonald, Annie Bardelas, Kerri Heilman, Betsy Heilman, Kevin Gannon, Eric Hatzel, Jordan Zimberoff, Nathan Dalton, Kyle Fisher, Jacob Fleming, Cole Haberek, Tyler Isenhardt, William Klaus, Jack McDonald, Quintin McNeive, John Mooney, Joseph Novak, Garret Sneed, Carter Williams, Grace Hahn.

**2. APPROVAL OF MINUTES (Bylaw 0168.1)**

- 2.1 Regular Session, October 9, 2018
- 2.2 Executive Session, October 9, 2018

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

**3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS**

- 3.1 Tradition of Excellence Award: Geneva Students (Policy 5451)

## Boys Golf

### Boys Golf State Qualifiers

Nathan Dalton	Tyler Isenhart	John Mooney
Kyle Fisher	William Klaus	Joseph Novak
Jacob Fleming	Jack McDonald	Garret Sneed
Cole Haberek	Quintin McNeive	Carter Williams

### 3.2 Red Ribbon Week Activities:

GHS Students Taking an Active Role (SADD Club), Grace Hahn

GHS Sponsors Lisa Meister & Becky Furnish

GHS student Grace Hahn spoke on behalf of the SADD Club to share with the Board a little bit about Red Ribbon Week. During this week, the entire nation celebrates the message of taking responsibility for health and making mature decisions regarding substance abuse. The Red Ribbon Committee aims to help children and teens build strong access to stay on the right track and away from substances. We know there is a lot of pressure on teens to fit in, and many of those pressures are placed on them by their own perceptions of what 'normal behavior' looks like. We try to spread the word of what the real norm is, that most teens are not out there using drugs. In trying to make an impactful campaign for our students, we have six principles to help them live a healthy life style. At the high school level, we are helping students build assets where they give back to the community through our annual food drive. Please take a moment to talk about healthy decision making under pressure within your own families.

### 3.3 Instructional Coaches Supporting Teaching & Learning – Dr. Andy Barrett

Dr. Barrett shared with the Board information on how instructional coaches are supporting learning and teaching in Geneva. It's an organic and evolving system. Everything starts with a vision. The intention several years ago, was to say all components of the vision must apply to us, not just the students. It's organic in that it recreated roles to fit the need. These roles evolved, which added additional roles. Most staff in these roles were in content areas, such as math and science. These roles are each one unique. They each have different skills and responsibilities. Three important responsibilities are professional development (PD), resource development and implementation, in supporting students. We offered our staff institute day training, targeted PD sessions, site visits, optional sessions, teacher support and PLCs, inter-district collaboration and coaching/collaboration. Resource development and implementation offers our coaches two key ways to develop curriculum and intervention supports. Our coaches can support our students by classroom push-in and co-teaching, supporting student intervention, co-developed learning and enrichment opportunities, and seeking student feedback and insights. Looking ahead, there will be ongoing presentations and sharing throughout the year, a focus on the impact for students and teachers, and building an appreciation for the value and evolution of these important roles.

## 4. PUBLIC COMMENTS

*Per Board Policy 0167.3, Section C, 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.*

The Board President thanked the teachers for the letters they wrote to the Board. They have been read and have given insight into our teachers' lives. He also shared that there have been several posts and social media talks that lumps our administrators in with our Board. Our administrators are not part of the negotiations. A comment made last week shows how negotiations can escalate tensions, as well as, a lot of verbal intimidation. If his comment made at the last meeting offended anyone, he apologizes. Kevin Gannon and his team are working hard, and we will be meeting again tomorrow night to continue our negotiations. We are getting closer to an agreement.

GEA President Kevin Gannon, supported by Tammy Thompson, addressed a 304Connects message that was sent out on Friday night, October 19<sup>th</sup> at approximately 7 p.m. He addressed the statement that "the Board significantly increased its salary offer, to \$1,800 per teacher per year". Honestly, it was easy for you to move a significant amount in your most recent offer given that you started with an offer that was so low that neither you nor the GEA could take it seriously. Rather than play games,

the GEA started with an offer that would begin to move Geneva teacher's compensation closer to like teachers in local districts. All the GEA offers have been well within current financial means of the district without cutting programs or teachers. The Board, or portions of it, seem intent on radically changing teacher compensation by trying to move away from a typical compensation model used throughout the field of education. Teaching is unique, in that the best teachers keep the same job for 30 plus years, adding the value of experience and the benefits it brings to their classrooms every year. This means we don't have promotions to new positions along the way and the salary increases that come along with it. Instead, our added value to the organization is recognized by our years of service and our continued professional growth. Therefore, the vast majority of school districts utilize a salary schedule in lieu of a flat dollar increase. This widely viewed salary schedule model also insures that educators with the same experience and education level are paid equally. This promotes collaboration and collective commitment to upstanding education in all classrooms. Your desire to radically change the teacher compensation by removing the use of a salary schedule results in teachers with the same education and district recognized experience being compensated differently. It also results in beginning teacher career earnings being vastly lower than current teachers in the district. These inequities, along with others, is why the GEA has refused to accept the collective bargaining agreement that uses an untested compensation model continually proposed by the District. The GEA will continue to negotiate in good faith as it has since February. While we could have started with a crazy high number to balance your crazy lowball proposals, we instead started with a proposal that will move Geneva teachers on par with like teachers in Kane County. Your \$1,800 proposal does not come close to bringing our teacher's salaries in line with our counter parts with the same experience and education. The GEA has shown it is more than willing to respond to the financial needs of this district. In the past, we have eliminated benefits, frozen our pay, and delayed compensation for educational attainment to help debt service balloon payments minimizing their impact on our community. These sacrifices saved the community of Geneva millions of dollars over the last six years. All teachers living in Geneva, not only pay their property taxes each year, but also help to pay for the debt service. Now that the debt is managed, it's time to address teacher's compensation that has fallen behind. We hope the Board will stop with the lazen tactics and start approaching these negotiations with a balanced respect for community members and teachers. The Board can start by never again sending out a negotiation update that you know will cause great stress and division among your teachers and community.

Geneva High School student Jaimee Beyer addressed the Board by saying Geneva is a perfect town in Illinois to visit. It has been rated a #1 school district in Kane County by Niche. One reason people come to Geneva is because of the schools. It's an excellent district because of its amazing teachers. To continue to keep these high rated teachers the Geneva Board of Education needs to do the right thing for the community and negotiate a fair deal with our teachers. The effect of not paying our teachers what they have been asking for has been presented at other meetings, such as low-quality teachers replacing our high quality teachers. I have spent over 10,000 hours with the teachers in Geneva and their influence on me and so many other students has been so positive. When I was in second grade I learned much academically, but also learned the consequence of not moving my fish when I was bad. There hasn't been a year when my teachers haven't supported me. Last year, I was an extremely anxious student and one of my teachers helped me to cope with this. I stay in touch with many of my teachers from over the years in Geneva. If I hadn't read on social media or listened to my mother, who is a teacher in Geneva, I would not know what was going on. My final comment is that I think I have good idea of what they deserve.

Susan Rago shared that she has been a resident of Geneva for 22 years. She has three grandchildren that all went through grades K-12 in Geneva and are now in college. You entrust your children to these teachers for 7-8 hours each day to give them the best education possible. You expect and demand the finest, highest level of teachers for your children. You may have moved to or lived in Geneva just for the schools, which ranks #1 out of eight in Kane County and #13 out of 408 in Illinois. The teachers made that ranking happen. If you do demand this level of teacher for your children, then why are you not justly willing to compensate the teachers that you expect and demand to be at the highest caliber. Who here would be willing to work three years with no pay raise? Who here would be willing to put a raise on hold for your company to pay down a debt? My guess, not

many, yet your teachers did. The funding is available, check it out. Geneva is one of two lowest paying districts. The teachers are not asking for the moon, only a just, meaningful and equitable compensation with other school districts.

Patti Reeder shared that she was a graduate of Geneva High School 20 years ago. Back then the district was hiring and attaining high quality educators. Therefore, I chose education for myself. Thousands of students are given a great education in Geneva. Please give Geneva teachers what they deserve and what they work so hard for, a fair and competitive salary schedule. My husband and I are working extremely hard to bring our family back to Geneva and our greatest hope is that our kids would have teachers like I had. Teachers who loved teaching in Geneva and who will be here for my children's entire education, not just until something better comes along. Please do your part to make sure teachers don't have a reason to leave.

## **5. SUPERINTENDENT'S REPORT (Policy 1210)**

The Superintendent shared that this week is a special week of recognition. It recognizes principals for the job they do. Friday is Principal Appreciation Day. It's the beginning of what gears up to be American Education Week, which takes place in November. We are also close to the end of the first trimester. This year, we have the middle schools on trimesters as well as our elementary schools. The Board is taking part in professional development by attending the Kishwaukee District fall meeting. This is a busy time, as usual.

## **6. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION**

### **6.1 IASB Legislative Resolution**

Kelly Nowak shared that this was discussed at the last Board meeting. The IASB divides the state into regions. One representative from each region comes together in August to entertain resolutions submitted by School Boards across the state. Their goal is to decide what topics and what kind of changes we would like to talk to our legislators about in Springfield. After this meeting, they put together a booklet with all of the supported resolutions. Once we look at them, each Board elects a delegate that meets with all delegates at the annual conference in November to discuss these resolutions. Tonight, is an opportunity for the Board to bring forward any differences of opinion on the legislative recommendations. There are three resolutions coming forward that do talk about arming teachers with guns. Because the resolutions were so similar, two of them received a "do not adopt", and portions of them were combined into another resolution, which was voted on by the committee as a "do adopt". Mrs. Nowak plans to vote against this resolution, unless the Board tells her they would like her to vote for it. The remaining resolutions will be voted on based on the committee's recommendation, unless told otherwise.

Board comments, questions, concerns: All board members agree with your position on these resolutions.

Motion by Stith, second by McCormick, to support Mrs. Nowak in terms of how we will vote in Springfield, item 6.1. On roll call, Ayes, seven (7), Egan, Juby, Lamb, McCormick, Nowak, Stith, Grosso. Nays, none (0). Absent, none (0). Abstained, none (0).

### **6.2 Student Discipline Recommendations**

These recommendations are to affirm the decisions made by the Board at their last meeting. Under Senate Bill 100, this is required.

Motion by Egan, second by Lamb, that the Board find Student A and Student B eligible for expulsion through the end of the 2018-2019 school year and to accept the Administration's recommendation that the student's be placed in lieu of expulsion at MVSEC Safe School program for the same period of time, pending successful completion of that program. On roll call, Ayes, seven (7), Egan, Juby, Lamb, McCormick, Nowak, Stith, Grosso. Nays, none (0). Absent, none (0). Abstained, none (0).

## **7. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION**

### **7.1 Board Meeting/Presentation Schedule**

This document continues to be updated, and we hope that the public will check it regularly for topics.

**8. INFORMATION**

8.1 Suspension Report

**9. CONSENT AGENDA (Bylaw 0166.1)**

9.1 Personnel Report: Resignations, Retirements, Leave Requests, Changes in Assignment/FTE, New Hires (Policies 1520, 3120, 4120)

Family and Medical Leave Certified Staff

Edison, Katherine, GMSN, Social Studies, 1.0 FTE, effective 1/22/19-3/22/19

Nagle, Susan, GHS, Social Studies, 1.0 FTE, effective 10/22/18-11/2/18

Sutor, Derek, GHS, Learning Behavior Specialist, 1.0 FTE, effective 10/11/18-10/18/18

New Hires Support Staff

Maldonado, Adam, All Buildings, On-call Custodian Substitute, 12-months, effective 10/17/18

Crokin, Richard, TRAN, Special Education Bus Monitor, 9-months, effective 10/18/18

Resignations Support Staff

Sanchez, Sheri, TRAN, Special Education Bus Monitor, 9-months, effective 10/19/18

Walter, Nancy, GMSS, Special Education Assistant, 9-months, effective 10/19/18

Family and Medical Leave Support Staff

Orozco, Armando, WAS, Custodian, 12-month, effective 10/9/18-10/19/18

9.2 Bid Summary: \$10,686, Arctic Snow & Ice Control, Inc., for 2018-2019 Snow Removal

9.3 Request to Purchase: Approximately \$30,000, Innovative Boiler Systems, Inc., for boiler burner at GHS

9.4 Delegate Appointments: Northern Illinois Health Insurance Plan (NIHIP) – Dr. Romano-Primary & Dr. Law-Secondary

9.5 Disposal of Equipment

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

**10. COMMENTS FROM THE PUBLIC ON BOARD OF EDUCATION ACTION**

Todd Augustine shared that he has been a resident of Geneva for more than 34 years. He would like to thank the Board and school administrators for their time, dedication, tireless hours and commitment to ensure the excellence of Geneva schools. Also, thank you to the GEA for their time, dedication, and hours given to protect and support a committed and loving group of teachers and their desire and willingness to provide the best education possible to our students. Lastly, thank you to all Geneva staff. It is a privilege to have each one of you. Our priority here tonight, as it should be, is our children. That has always been the motto, desire and result. Mr. Augustine has four grown children who graduated from Geneva that went on to college and now have good jobs. He also has grandchildren that will be attending Geneva schools. His son wanted to be a teacher, but when he researched the salary he made the decision to go into the business world. However, his daughter is an elementary teacher in Geneva 304 and came back to her roots to teach. He is extremely proud of her choosing this path, but what he's not proud of is her salary. Geneva has a considerably lower starting salary compared to surrounding districts. She is unable to support herself without living at home. How do you attract and attain great teachers when you pay what you do? She spends many hours outside of the school day grading papers, planning and sending emails. Mr. Augustine has a business here in Geneva, and it depends on great schools and a strong community. You must realize that our property values are based on supply and demand. The fact that an agreement cannot be made has already had negative precedence. Is it true that we will have a \$23 million surplus at the end of this school year? (No. The reason we have additional money in our budget right now is because an inordinate number of homeowners took last year's law that was passed, and they paid their taxes a year in advance. We will owe this money next year, which is why we cannot use it now.) The current GEA proposal, would that result in a property tax increase or referendum? (We have budgetary demands, so I'm not sure we can answer that question.) No one wants a property tax increase, but if that's what it takes Mr. Augustine would support it because the teachers are that important to this community. It's important to get this contract settled because it has an impact on everyone. The teachers made some large conceptions years ago and when they agreed to do that

they had our children and community in mind. It's time to show respect to the teachers like they did to the Board and community back then. He is asking at this time for the Board to come together as partners and work together to come to an agreement.

Matt Francis shared that he is a community member and a teacher in a neighboring school district. He has lived in Geneva most of his life. It's where he grew up, met his wife, where he got married and is raising his family. He has great concern about the future of our schools for his children and the community. While he appreciates that you are a volunteer school board, he does feel that you are doing a disservice to this community and your teachers. One thing the Board has said, is that they have set as a goal the desire to provide a more competitive starting salary that allows us to effectively identify, attract and attain high quality teachers, while also fairly and reasonably recognizing the educational attainment and experience of our current teachers. This is a great goal, unfortunately he feels like your contract offer does not reflect what you stated. The flat rate increase that you have proposed would give teachers a diminishing increase the longer they remain in Geneva. You still have restrictions on lane advancements. Mr. Francis' wife teaches in Geneva 304 and attained her master's degree last year and is not being paid as that. Quality education is why we chose to raise our children here, like many others. He had many of these teachers during his time as a student in Geneva. They are great teachers and they are experienced teachers. You will not be able to replace these teachers with the current contract offer when they decide to retire. You must invest in the teachers in this community to invest in the future education of our 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*

Board members attended the recent PTO meeting at Williamsburg Elementary School. There was a small turnout, but good conversations. On Thursday evening, the Board will be attending the IASB Kishwaukee Division meeting. There will be a speaker that will present on evidence-based funding. This is just one way that Board members participate in professional development. The Board will be learning about legislative issues coming up this fall. This year, we are trying something new by choosing a different venue that is not a school to help increase attendance. We will miss the opportunities to tour the different schools.

#### **12. NOTICES / ANNOUNCEMENTS**

#### **13. EXECUTIVE SESSION TO CONSIDER MATTERS PERTAINING TO COLLECTIVE NEGOTIATING MATTERS BETWEEN THE PUBLIC BODY AND ITS EMPLOYEES OR THEIR REPRESENTATIVES [5 ILCS 120/(c)(2)]; LITIGATION, WHEN AN ACTION AGAINST, AFFECTING, OR ON BEHALF OF THE PARTICULAR PUBLIC BODY HAS BEEN FILED AND IS PENDING IN A COURT OF ADMINISTRATIVE TRIBUNAL, OR WHEN THE PUBLIC BODY FINDS 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)]. (Bylaw 0167.2)**

At 8:19 p.m., motion by McCormick, second by Stith, to go into executive session to consider matters pertaining to collective negotiating matters between the public body and its employees or their representatives; litigation, when an action against, affecting, or on behalf of the particular public body has been filed and is pending in a court of administrative tribunal, or when the public body finds 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. On roll call, Ayes, seven (7), Egan, Juby, Lamb, McCormick, Nowak, Stith, and Grosso. Nays, none (0). Absent, none (0). Abstained, none (0).

At 10:30 p.m., the Board returned to open session.

#### **14. ADJOURNMENT**

At 10:31 p.m., motion by McCormick, second by Stith, and with unanimous consent, the meeting was adjourned.

APPROVED November 12, 2018  
(Date)

\_\_\_\_\_ PRESIDENT

SECRETARY \_\_\_\_\_

\_\_\_\_\_ RECORDING  
SECRETARY