



**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 10, 2017, 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 7:02 p.m. by President Grosso.

Board members present: Policy Committee Chair Leslie Juby, Dave Lamb, Kelly Nowak, Mary Stith, Finance Committee Chair Bill Wilson, President Mark Grosso. Late: None. Absent: Mike McCormick.

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

District staff present: Scott McPeak, Assistant Principal Geneva High School; Kristy Poteete-Kriegermeier, Communications Coordinator; Dr. Andy Barrett, Assistant Superintendent Teaching & Learning; Dr. Adam Law, Assistant Superintendent Personnel Services; Donna Oberg, Assistant Superintendent Business Services; Dr. Kent Mutchler, Superintendent.

Others present: Taylor Egan, Alec Wittum, Cathy Campana, Terri Helfers, Karen Peruba, Dawn Lutz, Jill Lee, Teresa Siciliano, Cathy Carrino, Cheri Heiss, Nancy Koehn, Pam Viverito, Michelle Johnson, Doug Lassita, Lynn Higgins, Cathy Haas, Ann Janson, Mary Sholtz, Laura Olson, Cindy Spencer, Karen Baumgartner, Lisa Adam, Cindy Whitley, Catherine Wade, Gina Rantis, Amy Price, Becky Rogalla, Nikki McVey, Galy Rynn, Nancy VandenAkker, Leann Enneking, Luisa Lee, mark Hedrick, T. Moore, Gretchen Weber, Karen Tatlock, Conor Brennan, Monica O'Hara-Noonan, William Leu, Peter Mertka.

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

- 2.1 Regular Session, March 13, 2017

Motion by Wilson, second by Nowak, to approve the above-listed minutes, item 2.1 as presented. On roll call, Ayes, five (5), Juby, Nowak, Stith, Wilson, Grosso. Nays, none (0). Absent, one (1), McCormick. Abstained, one (1), Lamb.

- 2.2 Executive Session, March 13, 2017

These minutes have been tabled until the next meeting.

Motion by Stith, second by Nowak, to table the above-listed minutes, item 2.2. On roll call, Ayes, six (6), Juby, Lamb, Nowak, Stith, Wilson, Grosso. Nays, none (0). Absent, one (1), McCormick. Abstained, none (0).

- 2.3 Special Session, April 3, 2017

- 2.4 Executive Session, April 3, 2017

Motion by Nowak, second by Wilson, to approve the above-listed minutes, items 2.3-2.4. On roll call,

Ayes, six (6), Juby, Lamb, Nowak, Stith, Wilson, Grosso. Nays, none (0). Absent, one (1), McCormick. Abstained, none (0).

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

3.1 Tradition of Excellence Award: Geneva High School Students (Policy 5451)  
DECA

DECA State Qualifiers

Magdalene Ammon	William Gibson	Daniel O'Connell
Morgan Anderson	Ian Hanson	Tulsi Patel
Alec Avitia	Madison Heine	Jason Peruba
Carter Berens	Stephanie Howe	Karina Shourie
Jacob Bice	Juniper Jimenez	Michael Stedronsky
Gabrielle Brainard	Bradley King	Aaron Stocking
Lauren Burgess	Caroline Lahey	Matthew Sweet
Emma Davine	William Lew	Jacob Tarpey
Eileen Drew	Cassandra Longo	Jack Thompson
Luke Fisher	Victoria Mehren	William Walker
Katherine Flatt	Peter Mertka	Cameron Zak
Anthony Gervino	Nicholas Nelson	Addison Zima

**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.*

An instructional aide at GMSN shared her support of the GSSA. She currently has a Bachelor's Degree and Master's Degree in education. She is here in support of the respect that the education profession deserves as a whole. She has seen instructional aides doing their jobs, and they need to be special people with hearts of gold, compassionate, have knowledge of difficult and always changing curriculum, personalities that are flexible and can work with all kinds of people and patience beyond belief. This job deserves the respect it has earned and should be compensated accordingly. Seeing McDonald's workers striking for \$15 an hour puts this all in perspective. In my eyes, the support staff needs better compensation.

An instructional aide for a special needs program and GSSA President shared with the Board that she has been a resident of Geneva for 16 years and has had three children attend Geneva 304 schools. As a parent, she has been pleased with the academic and social/emotional support her children received. Special education, library and kindergarten assistants help hundreds of Geneva students every day. Since January of 2015, this group has been striving to collaborate with administrators for an equitable resolution. The GSSA began official negotiating sessions last June and these caring, hardworking, under paid support staff have worked this school year with the hope of securing a contract that would be comparable to neighboring districts. Our group members, who are some of the lowest paid in the district, are only seeking a fair and equitable contract. We are looking for premium healthcare contributions to be paid year round, kindergarten assistants to work a full day, and elementary assistants to earn a wage on the scale of the secondary assistants. Last week, Geneva voters showed that they are ready for a change, and we feel the voters are ready to support us as we support the students of Geneva. When we sit down at the negotiating table next week, we are looking forward to hearing new thoughts from the School Board.

A Special Education teacher at Geneva High School explained his support of staff who work directly with our students that have been on the job in this district for years. Year after year, their pay and benefits have lagged behind their peers and every other district in the Fox Valley. Many of these individuals have been forced to look elsewhere for employment. Their commitment to the students clearly shows that, for them, it is all about the kids whom they have always placed first. Now, it is time for this district to stop placing its assistants last. If you truly believe in doing what is best for students, then you are urged to give the Geneva support staff the pay and benefits that their skills

and dedication deserve. Anything less would be an insult to these support staff.

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

The Superintendent shared that we are in the middle of PARCC testing, and it has been an interesting adjustment. Our concern is that the scores will be impacted because of technical difficulties with the computerized format of the test. Thanks to our tech staff, because Pearson was not helpful in resolving our problems. We are planning for the 2017/18 school year, as we are also preparing to close out the current year. There will be an upcoming Board Retreat to look at goals, so we ask that Board members be thinking about these. Leadership Council and Cabinet will meet to bring ideas back to the Board.

## 6. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

### 6.1 Policy Updates-Second Reading

- 6.1.1 Policy 1430.07, Temporary Illness or Temporary Incapacity, **Revised**
- 6.1.2 Policy 3430.07, Temporary Illness or Temporary Incapacity, **Revised**
- 6.1.3 Policy 4430.07, Temporary Illness or Temporary Incapacity, **Revised**
- 6.1.4 Policy 1719.01, Privacy Protections of Self-Funded Group Health Plans, **Revised**
- 6.1.5 Policy 3419.01, Privacy Protections of Self-Funded Group Health Plans, **Revised**
- 6.1.6 Policy 4419.01, Privacy Protections of Self-Funded Group Health Plans, **Revised**
- 6.1.7 Policy 5111.02, Homeless Students, **Revised**

Motion by Juby, second by Stith, to approve the above-listed policies, items 6.1.1-6.1.7 as presented. On roll call, Ayes, six (6), Juby, Lamb, Nowak, Stith, Wilson, Grosso. Nays, none (0). Absent, one (1), McCormick. Abstained, none (0).

### 6.2 Annual Resolution for Dismissal: Support Staff (Policy 4140)

Dr. Law shared that it is our practice at this time of the year to dismiss a certain number of Educational Support Service Personnel, because we are not sure whether or not there will be sufficient need next fall to employ these individuals.

Motion by Wilson, second by Lamb, to approve the above-listed resolution, item 6.2 as presented. On roll call, Ayes, six (6), Juby, Lamb, Nowak, Stith, Wilson, Grosso. Nays, none (0). Absent, one (1), McCormick. Abstained, none (0).

### 6.3 2017/18 Preliminary O&M/Transportation Budget (Policy 6220)

The Assistant Superintendent of Business Services presented to the committee a preliminary budget for O&M/Transportation. This year's revenue assumptions are based on property taxes, Consumer Price Index, State and local funding, General State Aid, bus buy back and E-Rate funding. The expenditure assumptions include estimates of salaries and benefits, bus purchase, O&M/Security/Technology Plans, and contingencies. The projected revenues for Transportation are \$5,676,179, with the projected expenses being \$5,645,679, leaving a \$30,500 surplus. The projected revenues for O&M are \$11,309,418, with the projected expenses being \$12,150,618, leaving a deficit of \$841,200.

Comments, questions, concerns: Other than the 3.5% increase in salaries is there more head count in that number? (No.) This is just preliminary correct? You will come back with numbers that are more concrete? (Yes. When the tentative budget is brought forward for adoption, it will have numbers that are more concrete.)

Motion by Nowak, second by Lamb, to approve the above-listed minutes, item 6.3 as presented. On roll call, Ayes, six (6), Juby, Lamb, Nowak, Stith, Wilson, Grosso. Nays, none (0). Absent, one (1), McCormick. Abstained, none (0).

### 6.4 Grant of Easement to Nicor Gas

This easement is located on the north edge of Mill Creek along Keslinger.

Comments, questions, concerns: Is this the going rate? (Yes.)

Motion by Stith, second by Nowak, to approve the above-listed easement request, item 6.4 as presented. On roll call, Ayes, six (6), Juby, Lamb, Nowak, Stith, Wilson, Grosso. Nays, none (0).

Absent, one (1), McCormick. Abstained, none (0).

#### 6.5 Student Discipline Recommendation

This recommendation was presented at the last Board meeting and to comply with Senate Bill 100.

Motion by Nowak, second by Lamb, to approve the above-listed student discipline recommendation, item 6.5 as presented. On roll call, Ayes, six (6), Juby, Lamb, Nowak, Stith, Wilson, Grosso. Nays, none (0). Absent, one (1), McCormick. Abstained, none (0).

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

#### 7.1 Board Meeting/Presentation Schedule

The Superintendent shared that the Board continues to make changes as necessary and hopes that the community will continue to watch for future agenda items that might be of interest to them. This planning document changes regularly.

### 8. INFORMATION

#### 8.1 FOIA Requests

#### 8.2 Suspension Report (Policy 5610)

#### 8.3 Out-of-State Trip Requests (Policy 2340)

### 9. CONSENT AGENDA (Bylaw 0166.1)

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

##### New Hires Certified Staff

Rollins, Kara, WAS, SLP, 1.0 FTE, effective 8/21/17

Tarver, Bill, GHS, Social Worker Intern, 1.0 FTE, effective 8/21/17

Wolf, Cara, MCS, Psychologist Intern, 1.0 FTE, effective 8/21/17

##### Resignations Certified Staff

Clark Leturgey, Sheryl, HES, Grade 1, 1.0 FTE, effective 6/5/17

Vallone, Jennifer, FS, Speech Language Pathologist, 1.0 FTE, effective 6/5/17

##### Reappointments Certified Staff

Chrusciel, Karna, GHS, English, from .60 FTE to .40 FTE

Freedlund, Lynn, GHS/GMSN/GMSS, French, from .80 FTE to .60 FTE

Kosog, Karen, GHS, German, from .60 FTE to .80 FTE

Madden, Shannon, GHS, Math, from .80 FTE to .80 FTE

Morrison, Beth, GHS, Spanish, from .60 FTE to .60 FTE

##### Family and Medical Leave/Leave of Absence Certified Staff

Fahmy, Danica, GHS, Art, 1.0 FTE, effective 8/21/17-11/14/17 (FMLA) & 11/15/17-1/8/18 (LOA)

##### New Hires Support Staff

Barlow, Wendi, GMSS, Special Education Assistant, 9 month, effective 4/3/17

Jensen, Jill, FES, Classroom Assistant-temporary for 16/17, 9 month, effective 4/3/17

Tucholski, Kristin, WAS, Special Education Assistant, 9 month, effective 4/3/17

##### Resignations Support Staff

Adams, Susan, MCS, Special Education Assistant, 9 month, effective 3/24/17

Nottke, Nicole, GMSS, Special Education Assistant, 9 month, effective 3/24/17

Cooley, Nancy, WAS, Registered Nurse, 9 month, effective 6/5/17

##### Reappointments/Reclassifications Support Staff

Schimpf, Nancy, CO, from 9 month/4 hrs day to 10 month/8 hrs day, effective 7/5/17

##### Family and Medical Leave Support Staff

Amezquita, Alejandro, GMSN, 2<sup>nd</sup> Shift Custodian, 12 month, effective 3/13/17-5/15/17

Conklin, Leslie, GHS, Library Assistant, 9 month, effective 4/13/17-4/25/17

Arnold, Michelle, GMSS, Special Education Assistant, 9 month, effective 4/18/17-4/27/17

##### Retirement Support Staff

Green, Joanne, MCS, Reading Tutor, 9 month, effective 6/5/17

#### 9.2 Out-of-Country Trip Request – Costa Rica

Motion by Juby, second by Nowak, to approve the above-listed items, 9.1-9.2 as presented. On roll call, Ayes, six (6), Juby, Lamb, Nowak, Stith, Wilson, Grosso. Nays, none (0). Absent, one (1),

McCormick. Abstained, none (0).

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

None.

**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*

The post-prom committee is looking for volunteers. If you are interested, please let us know. A board member visited a Physics class where they were dropping eggs off the stadium and applying their knowledge. Board members also visited a Biology class where they were testing their results on dominant/recessive traits. One Board member attended the HES Art Fair and Wax Museum. The Board Working Agreements will be sent out to all Board members so please look them over. We will bring these forward at a future meeting.

**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)]; THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY OR LEGAL COUNSEL FOR THE PUBLIC BODY [5 ILCS 120/2(c)(1)]. (Bylaw 0167.2)**

At 7:40 p.m., motion by Nowak 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; the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body. On roll call, Ayes, six (6), Juby, Lamb, Nowak, Stith, Wilson, Grosso. Nays, none (0). Absent, one (1), McCormick. Motion carried unanimously.

At 8:29 p.m., the Board returned to open session.

**14. ADJOURNMENT**

At 8:30 p.m., motion by Wilson, second by Nowak, and with unanimous consent, the meeting was adjourned.

APPROVED April 24, 2017  
(Date)

\_\_\_\_\_ PRESIDENT

SECRETARY \_\_\_\_\_

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