



**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, June 10, 2019, at 7:00 p.m. at the Coultrap Educational Services Center, 227 North Fourth Street, Geneva, Illinois

**1. CALL TO ORDER (Policy 2:220)**

- 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: President Mark Grosso, Larry Cabeen, Policy Committee Chair Leslie Juby, Finance Committee Chair Dave Lamb, Alicia Saxton. Late: None. Absent: Vice President Taylor Egan, Mike McCormick.

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

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

Others: Mary Massoth, Laura Stark, Hal & Jolene Masencup, David Bald, Dee Neukirch, Cathy Fuller, Marilyn Bald, Helena Corda, Amy Corda, Greg Corda, Brooke Blaszyński, Robert & Toni Blaszyński.

**2. APPROVAL OF MINUTES (Policy 2:220)**

- 2.1 Regular Session, May 28, 2019
- 2.2 Executive Session, May 28, 2019

Motion by Cabeen, second by Lamb, to approve the above-listed minutes, items 2.1-2.2. On roll call, Ayes, five (5), Cabeen, Juby, Lamb, Saxton, Grosso. Nays, none (0). Absent, two (2), Egan, McCormick. Abstained, none (0).

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

- 3.1 Tradition of Excellence Award: Geneva Students & Staff (Policy 6:330)  
Badminton, ACT Perfect Score

Girls Badminton – Doubles Team – State Qualifiers  
 Brooke Blaszyński                      Helena Corda

ACT and SAT – Perfect Scores  
 Ryan Klemm

#### 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."*

The U.S. Department of Education is forming a new unit to help schools and universities recover from disasters. The new state superintendent for ISBE wants to overhaul the state testing system. They want to get rid of the multiple patchwork of tests and replace it with a coordinated measurement for Pre-K through 12 in literacy and math. This should not affect the individual districts-imposed test, but it will be three times a year. There are a lot of things with the General Assembly that will be coming through. We should know more in July. Some of the highlights are the approved FAFSA reporting bill, \$8.8 million in equity for the neediest districts, property tax relief grants, a \$50 million increase to early childhood funding, mandatory consolidation for school districts was not called, the 3% back to 6% for taxable earnings for retiring teachers was repealed, and \$1 million for the mobile tolerance centers.

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

The Superintendent shared that the last day of school was June 7. Summer projects have begun with replacing a large portion of the roof at the high school and replacing paneling down Viking Hallway. The extended school year for Mid-Valley will be hosted by Geneva this year, along with our summer school programs at GHS and Fabyan. We are continuing our planning for the next school year.

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

##### 6.1 Policy Updates: Second Reading (Policy 2:240)

6.1.1 Policy 2:20, Powers and Duties of the Board of Education; Indemnification-**Updated**

6.1.2 Policy 4:30, Revenue and Investments-**Updated**

6.1.3 Policy 4:100, Insurance Management-**Updated**

6.1.4 Policy 4:110, Transportation-**Updated**

6.1.5 Policy 4:150, Facility Management and Building Programs-**Updated**

6.1.6 Policy 4:160, Environmental Quality of Buildings and Grounds-**Updated**

6.1.7 Policy 4:190, Targeted School Violence Prevention Program-**New**

6.1.8 Policy 5:330, Sick Days, Vacation, Holiday and Leaves-**Updated**

6.1.9 Policy 6:15, School Accountability-**Updated**

6.1.10 Policy 6:185, Remote Educational Program-**Updated**

Motion by Juby, second by Lamb, to approve the above-listed, items 6.1.1-6.1.10. On roll call, Ayes, five (5), Cabeen, Juby, Lamb, Saxton, Grosso. Nays, none (0). Absent, two (2), Egan, McCormick. Abstained, none (0).

##### 6.2 Approval of Resolution Authorizing the Transfer of \$225,000 from the Educational Fund to the Capital Projects Fund (Policy 4:10)

Dr. Dean Romano shared that there will be a permanent transfer of funds from the Education Fund into the Capital Projects Fund. The Capital Fund will support the goal of funding for capital projects. This transfer of \$225,000 will have no detrimental impact on the financial outlook for 2018-2019.

Motion by Juby, second by Lamb, to approve the above-listed resolution, item 6.2. On roll call, Ayes, five (5), Cabeen, Juby, Lamb, Saxton, Grosso. Nays, none (0). Absent, two (2), Egan, McCormick. Abstained, none (0).

##### 6.3 Approval of Resolution Authorizing the Transfer of \$300,000 from the Operations & Maintenance Fund to the Capital Projects Fund (Policy 4:10)

Dr. Dean Romano shared that there will be a permanent transfer of funds from the Operations & Maintenance Fund into the Capital Projects Fund. The Capital Fund will support the goal of funding for capital projects. This transfer of \$300,000 will have no detrimental impact on the financial outlook for 2018-2019.

Board comments, questions, concerns: We wouldn't expect the tentative budget to be far off from the final budget, would we? (No, we shouldn't. Any notable changes made between the tentative and final budgets will be made known.) At the facilities meeting, we discussed outstanding Life Safety projects at Western Avenue. Are those included? (Yes.) Have those dollars been accrued? (Yes.)

Motion by Juby, second by Lamb, to approve the above-listed, resolution item 6.3. On roll call, Ayes, five (5), Cabeen, Juby, Lamb, Saxton, Grosso. Nays, none (0). Absent, two (2), Egan, McCormick. Abstained, none (0).

6.4 Approval of 2019-2020 Tentative Budget (Policies 2:20, 2:110, 4:10, 4:60)

Dr. Dean Romano gave a brief update on the phases of the budget starting with the preliminary budget through to the final budget. The Tentative Budget is a required component of the approval process for the new school year's annual budget. The biggest budget adjustments from the preliminary to the tentative budget were salaries, benefits, purchased services and IDEA flow through. The tentative revenues are \$105,072,555, and the tentative expenses are \$105,064,535. The next steps are to develop the 2019-2020 final proposed budget, review revenue assumptions and levy data, review and update all grant data, review and update transportation fund data, adjust salary and benefit expenses, update all budget line items, and amend the Health Life Safety expenditures.

Motion by Juby, second by Cabeen, to approve the above-listed tentative budget, item 6.4. On roll call, Ayes, five (5), Cabeen, Juby, Lamb, Saxton, Grosso. Nays, none (0). Absent, two (2), Egan, McCormick. Abstained, none (0).

6.5 Consolidated District School Improvement Plan

This was presented to the Board at the last meeting by Shonette Sims. She is asking for the Board's approval to move forward with submitting the plan.

Motion by Cabeen, second by Juby, to approve the above-listed school improvement plan, item 6.5. On roll call, Ayes, five (5), Cabeen, Juby, Lamb, Saxton, Grosso. Nays, none (0). Absent, two (2), Egan, McCormick. Abstained, none (0).

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

7.1 2019-20 Board and District Goals for Goals Booklet

The Superintendent shared that progress is being made on the goals and that they will be brought back in better draft form in July.

**8. INFORMATION**

8.1 Board Meeting/Presentation Schedule

8.2 FOIA Requests (Policy 2:250)

8.3 Suspension Report

**9. CONSENT AGENDA**

9.1 Personnel Report: Resignations, Retirements, Leave Requests, Changes in Assignment/FTE, New Hires (Policies 3:50, 5:200, 5:280)

New Hires Certified Staff

Dulowski, Jordan, GHS, Math, .80 FTE, effective 8/19/19

Richard, Kelsey, GMSN, Language Arts, 1.0 FTE, effective 8/19/19

Resignations Certified Staff

Brown, Amanda, GMSN, Language Arts, 1.0 FTE, effective 6/7/19

Wagner, Alexandra, GMSN, Family and Consumer Science, 1.0 FTE, effective 6/7/19

Reappointments Certified Staff

Warren, Tricia, GHS, Counselor, .40 FTE

Family and Medical Leave Certified Staff

Parrin, Joanna, GHS, Spanish, 1.0 FTE, effective 10/8/19-1/17/20

Zimberoff, Jordan, GHS, Social Studies, 1.0 FTE, effective 5/29/19-6/7/19

Leave of Absence Certified Staff

Parrin, Joanna, GHS, Spanish, 1.0 FTE, effective 1/21/20-5/29/20

New Hires Support Staff

Mance, Adam, All Buildings, Grounds, effective 6/3/19

Resignations Support Staff

Adams, Grace, WAS, Special Ed Assistant, effective 6/7/19

Mortenson, Christopher, MCS, Special Ed Assistant, effective 6/7/19

Siciliano, Teresamarie, WAS, Kindergarten Assistant, effective 6/7/19

Talarico, Kathleen, GMSS, Reading Lab Assistant, effective 6/7/19

Reappointments/Reclassifications Support Staff

Dietrich, Kim, HES, from Classroom Assistant to Special Ed Assistant

Retirement Support Staff

Burton, David, Garage, Bus Driver, effective 6/7/19

Lippold, Raymond, Garage, Bus Driver, effective 6/7/19

New Hires Administrators

Kim, Karen, GMSN, Assistant Principal, 1.0 FTE, effective 7/1/19

Reappointments Administrators

Allison, Reed, GHS, Dean, 10-month

Barrett, Andrew, CO, Asst Supt Learning & Teaching, 12-month

Benavides, Jamie, CO, Asst Director Student Services, 12-month

Bidlack, Lawrence, GMSN, Principal, 12-month

Bleau, Terry, GMSS, Principal, 12-month

Carli, David, GHS, Athletic Director, 12-month

Delre, Shannon, GHS, Student Services Coordinator, 10-month

Drexler, Doug, GHS, Principal Associate, 12-month

Dunmead, Mary, Garage, Director of Transportation, 12-month

Dye, Julie, WES, Principal, 12-month

Giarrante, Anne, CO, Director of Student Services, 12-month

Groot, Melissa, CO, Special Education Coordinator, 12-month

Haugen, Lauri, FES, Principal, 12-month

Hornberg, Kimberly, HES, Principal, 12-month

Jones, Daniel, GMSS, Principal Assistant, 12-month

Kelly, Michael, GHS, Dean, 10-month

Latham, Todd, CO, Coordinator of Business Services, 12-month

Law, Adam, CO, Asst Supt Human Resources, 12-month

McPeak, Scott, CO, Principal Assistant, 10-month

Ney, Scott, CO, Director of Facility Operations, 12-month

Oros, Kristen, GMSS, Dean, 10-month

Petmezas, George, MCS, Principal, 12-month

Rogers, Thomas, GHS, Principal, 12-month

Romano, Dean, CO, Assist Supt Business Services, 12-month

Schrader, Susan, GHS, Dean, 10-month

Sims, Shonette, CO, Director of Learning & Teaching, 12-month

Sprague, Laura, CO, Communications Coordinator, 12-month

Westerhoff, Brenna, HSS, Principal, 12-month

Wilkes, Michael, CO, Director of Technology, 12-month

Zeman, Ronald, WAS, Principal, 12-month

GHS Summer School

Burns, Brian, English Workshop

Ketter, Bryan, History Workshop

Heinrich, Holly, Special Ed Facilitator

Ulbrich, Kristine, Computer Keyboarding

Schaus, Jon, Driver Education – Classroom/Behind the Wheel

Hennig, Scott, Driver Education – Classroom

Warren, Tricia, Career Awareness: Healthcare – partial

Doty, Emily, Career Awareness: Healthcare – partial

Bailey, Brittany, Instructional Assistant

Perillo, Jessica, Instructional Assistant

Aceto, Kelly, Personal Finance Online Section 1/Section 2

Stegenga, Alex, English Workshop

Japlou, Ken, History Workshop

Martin, Rich, Special Ed Facilitator

Simoncelli, Eric, Algebra Bridge

Helpers, Terri, Instructional Assistant

GELP ESY

Perry-Windle, Debbie, Speech Language Pathologist

Burns, Valerie, Speech Language Pathologist

Gabric, Kaitlyn, Learning Behavior Specialist

Swanson, Ashley, Learning Behavior Specialist

Keppel, Michelle, Special Education Assistant

Meyer, Tracy, Special Education Assistant

Morrissey, Eileen, Special Education Assistant

Serra, Alexandra, Special Education Assistant

Wolf, Angie, Special Education Assistant

Summer Grounds Staff

Hahn, Andrew

Kuehl, Brian

Stahl, Maxwell

Villafuerte, Alexander

9.2 Approval of the Resolution for the Certification of 2019-2020 Hazardous Bus Routes (Policy 4:110)

9.3 2019-2020 Policy Committee Calendar

9.4 10-Year Health Life Safety Recommendation for WES

Motion by Saxton, second by Juby, to approve the above-listed, items 9.1-9.4. On roll call, Ayes, five (5), Cabeen, Juby, Lamb, Saxton, Grosso. Nays, none (0). Absent, two (2), Egan, McCormick. Abstained, none (0).

**10. PUBLIC COMMENTS**

*Per Board Policy 2:230, 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.*

A longtime resident of Geneva shared their concerns they had with the current tension between the Geneva Board of Education and the Geneva teachers. They have two grandchildren attending Geneva schools currently, and they hope that they will receive the same quality of education as their children did in a school district where teachers, administrators and the school board work collaboratively. They received a newspaper clipping from another Geneva resident that contained an article titled, "Geneva Teachers Could Face Termination for Prohibited Political Activities". This article named the teachers. In another article, the alleged infractions were described in detail, calling into question, not merely the teacher's actions, but their integrity. If you had been one of those teachers, how would you have felt in the moment that you read that headline? How would you have felt when you returned to your classroom the very next day to give the best of your craft and your skills to those students, and to the parents of those students, to the community, to all of us? At a candidate forum prior to elections, all candidates were asked the perfect question, "Following a painful and devious strike, how will you help the district move forward?". Mr. McCormick described the hurt that he and his colleagues had experienced, the attacks that had been made on their personal property and their goodwill and integrity. He went on to say that the teachers and the Board members must put that hurt behind them and move forward. How should you move forward? Surely, not in the level that the administration did regarding four of its teachers. The Board chose to look backward, and so the wounds got deeper. It's understandable that, at times, the bond between the administration/school board and the teachers must be adversarial, but if the district wants to thrive and grow for the benefit of all, the relationship must become collaborative. What will the superintendent and the school board do to restore trust, to move toward Geneva's teachers? How will they welcome the teachers back next year and show them that they support them? They respectfully asked that the following question be put on the July agenda, "How should, we the administration and board, move forward, working with the teachers to build the best possible future for the children that we serve?".

**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 a recent discipline task force meeting where they talked about revising the handbooks and code of conduct for students regarding PRESS policies. They want to commend the two students that serve on this committee. They both were extremely well spoken and contributed a great deal to the meeting. The new board members, along with veteran board members, attended the New Board Member training offered through IASB. The Policy Committee met and reviewed sections 2 and 3 of the PRESS policies to make sure that we are following laws that are being passed. The Facilities Task Force met and talked about security and the seriousness of vaping in the district. The Safety/Security Supervisor shared an overview of vape detectors to the committee. The only district near us that currently uses them is Crystal Lake. The detectors only have a 70-80% accuracy rate. The district would like to meet with other surrounding districts to see how they plan to address this problem. The committee also talked about bids and the possibility of putting the concrete bid back out publicly.

**12. NOTICES / ANNOUNCEMENTS**

**13. EXECUTIVE SESSION TO CONSIDER MATTERS PERTAINING TO 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)]; COLLECTIVE NEGOTIATING MATTERS BETWEEN THE PUBLIC BODY AND ITS EMPLOYEES OR THEIR REPRESENTATIVES [5 ILCS 120/(c)(2)]. [5 ILCS 120/2(c)(11)] (Policy 2:220)**

At 7:49 p.m., motion by Juby, second by Lamb, to go into executive session to consider matters pertaining to the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body; collective negotiating matters between the public body and its employees or their representatives. On roll call, Ayes, five (5), Cabeen, Juby, Lamb, Saxton, Grosso. Nays, none (0). Absent, two (2), Egan, McCormick. Abstained, none (0).

At 8:25 p.m., the Board returned to open session.

**15. ADJOURNMENT**

At 8:26 p.m., motion by Juby, second by Lamb, and with unanimous consent, the meeting was adjourned.

APPROVED July 22, 2019  
(Date)

\_\_\_\_\_ PRESIDENT

SECRETARY \_\_\_\_\_

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