



**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, August 10, 2020, 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 Egan.

Board members present: President Taylor Egan, Vice President Mike McCormick, Larry Cabeen, Dan Choi, Policy Committee Chair Leslie Juby, Finance Committee Chair Dave Lamb, Alicia Saxton.
 Late: None. Absent: None.

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

District staff present: Shonette Sims, Director for Learning & Teaching; Dr. Andy Barrett, Assistant Superintendent Learning & Teaching; Dr. Adam Law, Assistant Superintendent Personnel Services; Dr. Dean Romano, Assistant Superintendent Business Services; Dr. Kent Mutchler, Superintendent.

Others present: Ron Fabbi.

2. APPROVAL OF MINUTES (Policy 2:220)

- 2.1 Regular Session, July 20, 2020

Motion by McCormick, second by Juby, to approve the above-listed minutes, item 2.1. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

- 2.2 Executive Session, July 20, 2020

Motion by Juby, second by McCormick, to approve the above-listed minutes, item 2.2. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

- 2.3 Special Session, July 29, 2020

- 2.4 Executive Session, July 29, 2020

Motion by Cabeen, second by Choi, to approve the above-listed minutes, items 2.3-2.4. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS

- 3.1 Update on Fall School Opening Plan for 2020-21

Dr. Andy Barrett and Shonette Sims shared with the Board that the district is dealing with a dynamic situation. Staff have been working through scenarios since May 29th with the ongoing evolution of the pandemic and evolving state guidance. The district will have to dig deeper to develop, release, and

revise individual plans. The priorities are to minimize health risks, maximize the quality of learning, support the social/emotional needs of students, address the unique learning needs of special populations, and maintain a sustainable model. We are preparing for a return to In-Person Learning while also preparing for Full-Remote Learning, should that be necessary. Updates to the planning include a new first day of school for students on August 31st, time for staff to plan and collaborate and a new tentative last day for students on June 4th. Administrators, GEA leaders, and representatives of the Board met and felt that a later start date would allow for staff to review health and safety protocols, plan and prepare, consider logistics, have professional development time and to have collaborative planning and decision-making time. The logistics for In-Person Learning days are to reduce class size, maximize physical distancing, utilize technology tools and daily symptom screening. For Off-Site Learning days, there will be daily lessons and activities, opportunities for live interaction and independent work, daily attendance and assigned work will be graded. A paper-based symptom screening will be done daily by parents, masks and face coverings must always be worn, and daily cleaning, sanitizing, and disinfecting will be done.

At 7:35 p.m., the electricity went out.

At 7:39 p.m., the electricity came back on.

The Online-Only Learning requires students to remain in this setting and learning model throughout at least December 2020. They will be using the Microsoft Teams platform, will have a consistent schedule, have daily live learning, daily attendance will be taken, there will be quality curriculum and rigorous grading practices. We currently have 309 elementary students, 135 middle school students and 123 high school students enrolled in this plan. Going forward, there will be ongoing planning and preparation, a commitment to collaboration, ongoing communication and trust and grace.

Board comments, questions, concerns: With the movement from August 19th to August 31st, what assurance, as parents, do we have that this is enough time? (One key thing is that we will never have all the answers, but having more time will get us farther. Originally, we were going to do all the professional development in two days, but now teachers will have five days to prepare.) Thank you for your hard work. Our team has really come together. Thank you for working on the course offerings for online learning only. It is nice that we recognize, with the moving parts and changing guidelines, that we are brave enough to admit we needed more time to plan. I got to see, firsthand, the collaboration with administrators and teachers and how they came together to make this work. We are pushing back to August 31st, but you mentioned June 4th as last day. Are we still meeting the same framework? (Yes.) We toss the word collaboration around a lot in this district, and we lived it on Thursday. To walk into that room to see every group represented and hear the voices of all, we walked out knowing that we have 80% plus that want some form of in person learning. Everyone felt confident with the work that had been done in terms of our plan time, but they just needed a little more time from a teacher's perspective. They wanted to walk their room, because once they get in there, only they know how that class operates. There will be fewer growing pains, now that we will have this additional time to prepare. There will be time to discuss if there are possible days to reallocate in use to bump up the last day of school earlier than June 4th. There is a collective understanding that the learning environment is best when delivered in person. We do need to respect that not everyone in this community is at the same comfort level and outlook for what is right for their family. I think we have a plan that enables our community to help find what works for their family.

Motion by Choi, second by Lamb, to approve moving public comments up, item 10. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

10. PUBLIC COMMENTS

*Per Board Policy 2:230, attendees wishing to formally address the Board during Public Comments must register their intention to participate in person by completing a **Public Comments Form** [at this link](#). Copies will also be made available and collected at the entrance.*

I have heard a lot of talk about collaboration, and I want to go back to what I said the last time I was here when I got eye contact, head nods and no other response. We were promised another opportunity for the public to speak and collaborate on this issue and we have had none. That question has gone unanswered by the Board and Dr. Mutchler. I know you said that over 80% of Geneva residents are for in-person learning, and I am not saying that no one has done work here. I just wish you would come up with a plan. You mentioned that you have taken ISBE recommendations into consideration, but ISBE has recommended in-person learning five days a week for elementary. Figuring that problem out to me is what is fair. Your program is treating my first grader that she can learn like a high schooler. Trying to be a parent and a teacher at the same time is impossible and we are not equipped for it. My daughter has an IEP and is having a hard time reading. You are proposing to give her two to three days a week of in-person learning, but then you are going to take her out of the classroom for her speech and reading. She is not going to have two to three days of in-person learning. I have had more interesting conversations with people in hallways in the community than with this group. Please have more consideration for what these younger kids will be going through.

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."

There is nothing new to report tonight.

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

The Superintendent shared that there is a lot going on in the District. We have our newly hired certified staff in this week for orientation. Thank you to Dr. Law for his work on this. Today, they went through technology use and Learning & Teaching. It was a good introduction, and thank you to Mrs. Egan for being there as a representative of the board to welcome the new staff. It has been a great week, and we are using the social distancing and wearing masks. This has been a test run for when we go face-to-face with students. People are seeing some of the physical changes that are being made in the buildings as well. We have all of our staff coming in next Monday, so that will be a big week for us in planning for the students to come in on the 31st. In the most recent Facilities Task Force meeting, we discussed having to get a new chiller at GMSN, and the estimated cost is about \$300,000. Today, we learned that the second chiller will also need to be replaced. Thank you to Mr. Ney and Mr. Walker. They are HVAC specialists, and we have been working with Johnson Controls on this. We did look at the storm damage. We did have some fallen trees and have lost electricity intermittently. During this meeting, we lost electricity here. We have also finished the roofing projects, masonry projects and most of the parking lot projects.

6. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

6.1 Resolution Authorizing Intervention in Proceedings Before State of Illinois Property Tax Appeal Board

The Superintendent shared that this is something that the District does with other taxing entities, so that we work intergovernmentally. We are asking for approval on this tonight.

Motion by McCormick, second by Cabeen, to approve the above-listed minutes, items 2.1-2.4. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

6.2 Possible Adjustments to Fall School Opening Plan 2020-21

Motion by Juby, second by Lamb, to approve the above-listed adjustments to the fall plan, items 6.2. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

6.3 Review of 2020-21 School Calendar with Possible Adjustments

Motion by McCormick, second by Saxton, to approve the above-listed updated school calendar, item 6.3. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

7. WORK-STUDY TOPICS & FUTURE ACTION CONSIDERATION

7.1 Policy Updates: First Reading – Updated and Reviewed (Policy 2:240)

7.1.1 Policy 2:220, Board of Education Meeting Procedure – Updated

7.1.2 Policy 4:180, Pandemic Preparedness – Updated

This policy has required questions that the Board needs to answer. The Policy Committee answered no to the first question but were split on the second. What would the situation be that would require this? (I cannot adequately defend why we would take power away from the Board.) Through this environment, our committees have been able to meet virtually, and I do not see why we cannot continue this. So, we will vote no on the second question and the third question is no.

7.1.3 Policy 7:40, Nonpublic School Students, Including Parochial and Home-Schooled Students - Updated

7.1.4 Policy 7:190, Student Behavior – Updated

This policy also has a required question that the Board needs to answer. We are not sure how to answer this, so we will take this question to Student Services to confirm.

These policies will come back to the next meeting for a second reading and approval.

8. INFORMATION

8.1 Board Meeting/Presentation Schedule

8.2 FOIA Requests

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

Allen, Kevin, GHS, Business, .8 FTE, effective 8/17/20

Baum, Nicole, District, Grade 2, 1.0 FTE, effective 8/17/20

Grady, Sean, GHS, Physical Education, .8 FTE, effective 8/17/20

Jennings, Christine, MCS, Grade 5, 1.0 FTE, effective 8/17/20

Long-Term Substitutes Certified Staff

Johnson, Bridget, HES, 4th Grade, 1.0 FTE, effective 8/17/20-9/10/20

Carlson, Maggie, GMSN, Librarian, 1.0 FTE, effective 9/18/20-12/16/20

New Hires Support Staff

Anderson, Cynthia, All Buildings, On-call Custodian, effective 8/17/20

Burns, Jacqueline, HSS, Special Education Assistant, effective 8/17/20

Carlson, Tara, HES, Kindergarten Assistant, effective 8/17/20

Farhat, Louba, MCS, Special Education Assistant, effective 8/17/20

Graver, Chris, GHS, Security, effective 8/3/20

Matousek, Matt, All Buildings, On-call Custodian, effective 8/17/20

Mulholland, Tara, GMSS, Special Education Assistant, effective 8/17/20

Mihalec, Joe, All Buildings, On-call Custodian, effective 8/17/20

Pihl, Meredith, HES, Kindergarten Assistant, effective 8/17/20

Tracy, Kate, CO, Administrative Assistant, effective 8/24/20

Resignations Support Staff

Evans, Scott, GMSS, Special Education Assistant, effective 5/29/20

Grams, Terri, WES, Special Education Assistant, effective 5/29/20

Lopiccolo, Angela, GMSS, Special Education Assistant, effective 5/29/20

Schaefer, Rebecca, WES, Reading Tutor, effective 5/29/20

Pfursich, John, GHS, Security, effective 8/14/20

VanDerAkker, Nancy, WES, Kindergarten Assistant, effective 5/29/20

Reclassifications Support Staff

Marshall, Abigail, WAS, Kindergarten Assistant to Special Education Assistant

Olds, Nicole, HES, Lunchroom Supervisor (FES) to Kindergarten Assistant (HES)

Todd, Christine, HSS, Classroom Assistant PT to Classroom Assistant FT

Wilson, Joy, HSS, Reading Tutor to Special Education Assistant

Retirement Support Staff

Kenney, Tom, CO, Custodian, effective 8/11/20

Family and Medical Leave

Konrad, Tami, GHS, Administrative Assistant, effective 8/17/20-9/11/20

9.2 Accounts Payable (Policy 4:50)

9.3 Disposition of Verbatim Record of Closed Meetings January 2018 through December 2018

9.4 Disposition of Executive Session Minutes January 2019 through June 2019

9.5 Intergovernmental Agreement – Cooperative Boys & Girls Swimming & Diving Teams (Policy 1:20)

9.6 Pay Request #1: \$170,607.87, Slaten Construction, Inc., 2020 GMSN & GMSS Health/Life Safety repairs

Motion by Juby, second by Lamb, to approve the above-listed, items 9.1-9.6. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. 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, Geneva Coalition for Youth, PRIDE, Fox Valley Career Center, IASB/Legislative, IASB Kishwaukee Governing Board
None.

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 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)]; 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)]. [5 ILCS 120/2(c)(11)] (Policy 2:220)

At 8:22 p.m., motion by McCormick, second by Cabeen, to go into executive session to consider matters pertaining to collective negotiating between the public body and its employees or their representatives; appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body; 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; 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, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

At 9:23 p.m., the Board returned to open session.

14. POSSIBLE ACTION FOLLOWING EXECUTIVE SESSION

14.1 GSSA Contract

Motion by Lamb, second by Saxton, to approve the above-listed contract, item 14.1. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

14.2 Educational Support Staff Working Agreement

Motion by Cabeen, second by Saxton, to approve the above-listed agreement, item 14.2. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

15. ADJOURNMENT

At 9:24 p.m., motion by McCormick, second by Cabeen and with unanimous consent, the meeting was adjourned.

APPROVED August 24, 2020
(Date)

_____ PRESIDENT

SECRETARY _____

_____ RECORDING
SECRETARY