



**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, September 28, 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. 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 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 lead them in the Pledge of Allegiance.

District staff present: Laura Sprague, Communications Coordinator; Shonette Sims, Director 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, Steve McHugh, Carrie Amaya, Stephanie Anthony.

Motion by Juby, second by McCormick, to approve moving item 8.1 to item 7.1 for future action. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

2. APPROVAL OF MINUTES (Policy 2:220)

1. Regular Session, September 14, 2020
2. Executive Session, September 14, 2020

Motion by Cabeen, second by Juby, to approve the above-listed minutes, items 2.1-2.2. On roll call, Ayes, six (6), Cabeen, Choi, Juby, Lamb, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, one (1), McCormick.

3. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS

1. 2020-2021 Budget Hearing (Policy 4:10)
 1. Public Hearing Agenda
 2. 2020-2021 Budget

Dr. Dean Romano presented the final budget and shared with the Board the changes from the tentative budget to the final budget. If this budget is approved, it will be sent to the Kane County Clerk's Office, uploaded to ISBE, entered into Skyward, the Treasurer's Report will be updated, and then preparation begins on assumptions for forecasting FY22-FY26.

3. Questions/Comments from Board Members

On some of the adjustments, can you give us an example of what they might be for? (I would have to go back and look to tell you exactly, but typically it is moving funds from one account to another.) So, it is just moving funds from one line item to another? (Yes.) The Operations & Maintenance fund shows the work you have done on the budget and how it works with the Capital fund that was added.

4. Questions/Comments from Audience Members

5. President Closes Hearing

The hearing was closed at 7:16 p.m.

2. E-Learning Plan Hearing

1. Public Hearing Agenda

2. E-Learning Plan

Dr. Andy Barrett and Shonette Sims shared that this E-Learning Plan was designed to avoid interruptions in instruction that occur when school cannot be held districtwide due to adverse weather conditions. E-Learning days may also be used by the district when one or more schools must be closed due to an "act of God, or was occasioned by conditions beyond the control of the district which posed a hazardous threat to the health and safety of pupils." There are several requirements that the district must comply with if this plan is adopted. This plan will allow for continuous learning in the event of a school closure without adding emergency days to the end of the year. It will also allow for the end of the year to be predictable and constant, for educators to advance learning more effectively, ensure that end of the year activities are maintained, promote flexible learning and operations in a digital age, and promote learning beyond the school walls.

3. Questions/Comments from Board Members

Does this mean that there will be no more snow days? (It is less likely that we will.) What would make us not use this plan for snow days? (We are not sure. It would have to be a collaborative decision.) Can you expand on how this works in relation to COVID? (If a classroom were quarantined, it would be considered off-site learning and not e-learning.

4. Questions/Comments from Audience Members

5. President Closes Hearing

The hearing was closed at 7:29 p.m.

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."

Leslie Juby shared that the federal government struck down the proposed amendment to the Cares Act that would give private schools more money.

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

The Superintendent shared that this year seems to be moving along fairly quickly. There has been so much work, because we have ended up excluding students that had just one symptom. In all of our COVID cases, they have come from the community and not spread from within our schools. We have been fortunate with the Health Department and contact tracing within our schools. We are also thankful to have our staff, students and parents cooperating, for the most part, with us. This is helping to make our in-person hybrid work. We also have a robust on-line only program that is working well. Thank you to everyone who made this possible. We are already planning for the next semester, knowing there is change coming that could be soon, in regards, to medicine or a vaccine. Masks do seem to be a good blocker in not passing the virus, and research demonstrates that. We are also working on evaluations with lead principals and Cabinet members.

6. BOARD DIALOGUE TOPICS & PENDING ACTION CONSIDERATION

1. Board Action on Resolution to Adopt Budget for Fiscal Year 2020-2021

Motion by Lamb, second by Juby, to approve the above-listed budget, item 1. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

2. Board Action on E-Learning Plan

Motion by McCormick, second by Saxton, to approve the above-listed plan, item 2. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

3. Board Action on Depositories, Investment Manager, Dealers & Brokers (Policy 4:30)

Motion by Juby, second by Cabeen, to approve the above-listed, item 3. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

4. Policy Updates: Second Reading – **Updated and Reviewed** (Policy 2:240)

1. Policy 2:260, Uniform Grievance Procedure - Updated
2. Policy 2:265, Title IX Sexual Harassment Grievance Procedure – New
3. Policy 5:10, Equal Employment Opportunity and Minority Recruitment – Updated
4. Policy 5:100, Staff Development Program – Updated
5. Policy 5:20, Workplace Harassment Prohibited – Updated
6. Policy 5:220, Substitute Teachers – Updated
7. Policy 7:10, Equal Educational Opportunities – Updated
8. Policy 7:180, Prevention of and Response to Bullying, Intimidation, and Harassment – Updated
9. Policy 7:185, Teen Dating Violence Prohibited – Updated
10. Policy 7:20, Harassment of Students Prohibited – Updated

Motion by Juby, second by Saxton, to approve the above-listed policies, items 4.1-4.10. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

5. Board Action on FY 2021 Summer Food Service Plan – Food Service Management Agreement (Policy 4:120)

Motion by Cabeen, second by Juby, to approve the above-listed agreement, item 5. 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

1. Student Safe Storage Resolution

Steve McHugh presented on safe storage of firearms, which provides awareness and preventable measures for school shootings, accidental shootings, and suicide by firearm. He shared statistics such as 1,500 kids ages 0-17 are killed by guns each year, in school shootings kids 18 and under get their guns from their homes or homes of friends, 350 accidental shootings happen each year and 600 children die by gun suicide every year. He is asking the Board to consider adopting this resolution to inform students and parents about safe storage.

Board comments, questions, concerns: What is the position of the Geneva Police Department? (We do not know. We have the backing of the Mayor and the Sheriff.) What exactly is this? (The resolution is to spread awareness and education on firearm storage.) Is there anything that says a parent must sign it? (No.) Why would we have them sign it then if they might not agree with it? (Why do you believe they would not agree with this, since it is just about safe storage and not whether or not anyone owns a gun?) Some parents might find it an infringement of their constitutional rights or at least make them feel uncomfortable. Are we making note of whoever does not sign this to the community at large? (No.) Is this enforced by the school district? (Yes.) This is a great idea, but I do not like the idea of potential shaming of a student. (It is not a shaming of any kind. It is information and education. It is up to the district if you want to approve this resolution.) If you remove the politics from this, you will realize that it is not a statement on your rights to own a gun, but it is educating those that do own a gun on how to safely store it. (The point is, that a child could be shamed by a teacher who is aggressive about certain positions.) We have precedence on adopting resolutions that protect student's safety, that if you wanted to take the same tact might be offensive and we have done it anyway. This resolution fits hand in hand with your contract with the Suicide Prevention Services of America. The document does assume that if you sign it you have a gun at home. (If there is any fear that this might put a child at risk of shaming, then we can change the wording.) This will come back at the next meeting and we can have further discussion before voting on the resolution.

8. INFORMATION

1. Board Meeting/Presentation Schedule
2. FOIA Requests
3. Suspension Report
4. Administrator & Teacher Salary and Benefits Report

9. CONSENT AGENDA

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

Family and Medical Leave Certified Staff

Camp, Julia, MCS, Grade 5, effective 10/13/20-10/23/20

Lauria, Madeline, WAS, Grade 4, effective 3/9/21-6/4/21

Rhoades, Kathleen, HSS, Social Worker, effective 3/10/21-6/4/21

Sikorski, Allison, GMSN, English Learner, effective 4/5/21-5/25/21

New Hires Support Staff

Elder, Andrew, GHS, Security, effective 9/28/20

Morgan, Janice, HES, Special Education Assistant, effective 9/30/30

Neville, Kim, HES, Reading Tutor, effective 9/21/20

Schaper, Wendy, HSS, Reading Tutor, effective 9/17/20

Family & Medical Leave Support Staff

Aritzmendi, MaryAnn, WAS, Special Education Assistant, effective 9/17/20-11/17/20

Resignations Support Staff

Giannetto, Herminia, GHS, Custodian, effective 9/21/20

Mundry, Stephanie, HSS, Special Education Assistant, effective 10/14/20

Reclassifications Support Staff

Bury, Aleiza, GMSN, Classroom Assistant to Special Education Assistant

2. Accounts Payable (Policy 4:50)

3. Monthly Financials – July & August (Policy 4:40, 4:55)

4. Contract Between Geneva CUSD 304 and Suicide Prevention Services of America

5. Gifts, Grants, Bequests: \$2,250, Flinn Scientific, hand sanitizer for teachers and administrative staff (Policy 8:80)

6. Intergovernmental Agreement for Swimming & Diving Teams

Motion by McCormick, second by Cabeen, 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).

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.*

A parent addressed the Board to follow-up on a few things. They thanked Mrs. Egan for her apology for her statement she made on record during the last meeting. They have shared openly on multiple occasions their concern of the Board and the direction the district is taking. They have been told that District 304 receives parental participation to the Board and its Task Forces. It is untrue that the Board appoints participation. If you search the 304 website you will come across a couple of Task Forces being used, but what you will not find is a link to apply to participate on a Task Force. The only community participation garnered on COVID was through a survey. The only time additional community involvement was offered was from Dr. Mutchler. To date, there have been no additional opportunities. The biggest concern is their daughter and her educational services. From what is heard is that the mandate of the district is to deny these additional services. There is a way to listen to an empathetic parent's concerns and try to link them to district resources. The district has failed to communicate with the public on a COVID Plan, so it is no wonder that I requested that the Board remove Dr. Mutchler. There was a comment at a meeting where a Board member compared our school district with that of St. Charles. The comment indicated that they had more room in their

buildings to accommodate social distancing. If everyone would think outside the box, there may have been additional options to accommodate students.

Parents of Geneva 304 students shared their support for the presentation by Steve McHugh on Safe Storage. This is something they have grown more passionate about and after seeing this resolution on the agenda to help inform parents on safe gun storage they wanted to share their thoughts. It is important as a parent to inform other parents if you have a gun in your home and to reassure them that you are aware of how to safely store any firearms. Doctors have even begun to ask about this during check-ups. The hope is that this resolution makes it home to all parents and this important information is shared. This is an opportunity for Geneva to open its discourse about guns and gun safety. What is great about this program is that it shows us how to be safe and what conversations we can have in our community. It would be great to be able to reach out to the PTO's to present at their meetings. We need to get the information out and then bring the resolution for a vote once parents have some knowledge. If there are changes that need to be made or if they can help, they will.

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

A Board member attended a webinar offered by the Illinois Association of School Boards (IASB). It covered a lot of things that you take for granted when you have been a Board member for a while. They recommend that Board members go to the IASB website and look at the archived webinars. The Communications Task Force met today, and a big thank you to Laura for all her work behind the scenes on the website. There is an election coming up in April, and the process to gather signatures is open now. If any members of the community feel strongly about running then they should start the process. Information can be found on the Kane County Clerk's website. Thank you to teachers, administration and other staff that have been working so hard during this pandemic. There have been many positive comments from parents and community members. The broader community is impressed with what Geneva has done. One member shared that the Board always hears about how well the hybrid model is going, so they asked administrators to give a brief update on how the online learning has been going. (It has been challenging, but is going well. There have been several positive comments. The technology has been hard for some, but our Tech Department and teachers have been there to help troubleshoot. We are getting stronger and our coaches are great. Principals are working hard to support their staff and provide them with new tools.) One reason the plan has been so successful is because our Board has been in communications with stakeholders. There have been conversations with the GEA president, and he is getting positive feedback. The GEA did a survey, and it was largely positive. The struggle is that there is not enough time in the day to get everything done. A member shared that an email was received from a community member about something that was touched on in the last meeting regarding our threshold. Dr. Mutchler shared that there is no mandated threshold number, and when you have a case of COVID, then we do contact tracing. It can be challenging when the student has been in multiple classrooms. We have protocol that we follow for each incidence. The nursing staff has been amazing with the contact tracing and working with the Health Department.

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)]; 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 8:24 p.m., motion by Cabeen, second by Choi, to go into 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; 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 10:09 p.m., the Board returned to open session.

14. ADJOURNMENT

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

APPROVED October 13, 2020 _____ PRESIDENT
(Date)

SECRETARY _____ RECORDING
SECRETARY