



**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 12, 2021, 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 led them in the Pledge of Allegiance.

District staff present: Laura Sprague, Communications Coordinator; Scott Ney, Director for Facility Operations; 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: Stephanie Ballino, Ellen Jo Ljung, Grace Snider, Kacie Orozco, Gary Van Breda, Paula Merrington.

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

1. Regular Session, March 8, 2021
2. Executive Session, March 8, 2021
3. Board Retreat, March 19, 2021
4. Executive Session, March 19, 2021
5. Special Session, March 22, 2021

Motion by Juby, second by Choi, to approve the above-listed minutes, items 2.1-2.5. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

**3. PUBLIC COMMENTS**

(PRESS Policy 2:230) *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.*

Students and parents shared with the Board their concerns about going back to 5 days of in-person learning. One parent said that the changes made for the hybrid students should have been offered to the online students as well. No one asked how these students would be affected by this, and since the return to full in-person, the online learners are now on their laptops 6 hours a day. Their day starts earlier and ends later, there are less breaks, and class sizes at the middle schools have increased

due to quarantined students joining the online program. Parents also shared concerns about the number of students being quarantined, which is based on the 6 feet distancing and not the 3 feet distancing. Online learners need to be offered resources and the opportunity to come back to in-person learning. High school students shared their concern about safety, as not all students follow the guidelines and hallways are overcrowded. There is no reinforcement from staff, and students are afraid to speak up for fear of retaliation. Other parents shared concerns about the growing number of quarantines, asking if the district has a cap on the number of quarantines before taking an adaptive pause or going back to online only. Parents would also like to see the dashboard updated more often and the number of quarantines added to the dashboard.

The Board President shared that, because there were many questions during public comments, that the Board would be given the opportunity to ask questions of the Superintendent with a response to each question. This will hopefully answer some of the questions asked here tonight by parents and students.

#### **4. RECOGNITION, AWARDS, PRESENTATIONS, PUBLIC HEARINGS**

Dr. Mutchler thanked Leslie Juby and Dave Lamb for their service on the Geneva 304 School Board. He presented each of them with a plaque and lifetime all activities events pass. The meeting to reorganize will be April 26<sup>th</sup>.

##### **1. 2021-2022 Transportation Preliminary Budget – Dr. Dean Romano**

Dr. Dean Romano presented the Preliminary Transportation Fund Budget. The primary revenue components include local tax revenue, local receipts, and State and federal funding. The primary expense components include salary and benefits, purchased services, support services, and supplies and materials. This year's budget was developed with two scenarios. The first one maintains the use of an outside provider for special education related transportation with an increase of 3.24% year over year. The other is designed to bring all transportation in-house, which would require the purchase of ten new vehicles and replacement of five. This is estimated as a current year expense of \$584,875. There will also be an increase in staffing estimated at 12 bus drivers and 3 bus aides, along with additional components. The second scenario provides an estimated reduction of 3.70% year of year. The next step in the budget development is to create an initial "Draft" budget which incorporates all estimated revenues and expenses.

#### **5. 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 reported that the mandatory school district consolidation was passed out of committee. It removes local control and requires 25% of school districts to be consolidated. You can still reach out to oppose Senate Bill 7. The Senate deadlines for committees has been extended to Friday. There are about 671 bills sitting in the House and 234 sitting in the Senate.

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

The Superintendent reported that we are waiting for the necessary canvassing of votes to officially seat our new Board members. It is anticipated that this will take place at the April 26<sup>th</sup> meeting.

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

##### **1. 2021-2022 7-Year Capital Improvement Plan – Scott Ney**

Scott Ney shared with the Committee that the district has surveyed all school district buildings, analyzed existing facilities and related conditions, prioritized based on cost, needs and efficiencies, and provided cost estimates for future projects. There are still 2020-21 projects that are not completed at this time, with costs coming in under budget by \$445,550. He shared the priorities for each building for the 2021-22 school year, as well as projects for the following school years. For the 2021-22 school year, the cost of projects is estimated at \$2,480,075, with a total of \$21,055,084 estimated over the next seven years. Future considerations are estimated at \$8,006,999 over the next seven years, with an estimated grand total of \$29,062,083 over the next seven years.

Board comments, questions, concerns: What is the big financial jump from year one to year two? (A large portion of that is the roofing.) With the 2020-2021 year, your costs are about a half a million off budget, which is great. At the facilities meeting, it sounded like we were heading into larger costs. Could you explain that? (These projects and repairs are more expensive, as the cost of supplies is going up.)

Motion by McCormick, second by Cabeen, to approve the above-listed plan, item 7.1. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

2. 2021-2022 Textbook and Resource Adoptions (Policy 6:40)

This was presented at a previous meeting, and they have been on display here at the Coultrap Educational Services Center for the past month.

Motion by Juby, second by Choi, to approve the above-listed textbook and resource recommendation, item 7.2. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

3. Annual Resolution for Dismissal: Certified Non-Tenured Teachers (Policy 5:200)

Dr. Law shared that, going into the school year, we did increase our certified teaching FTE to better facilitate the in-person hybrid and online only learning models. Now, as we hope to be moving back to more typical school operations for the 2021-2022 school, we do not anticipate needing all our certified teachers. We are recommending that the Board approve the dismissal of these select non-tenure certified teachers.

Motion by Juby, second by Saxton, to approve the above-listed resolution, item 7.3. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

4. Board Action on Annual Letter of Engagement (Policy 4:80)

Dr. Mutchler shared that this is required each year, and we are recommending Wipli for our auditor.

Motion by Choi, second by Juby, to approve the above-listed, item 7.4. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

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

Dr. Romano shared that this is one of the fields that has been placed on the district. We have been in contact with our attorney, and we do need to approve for them to act on our behalf.

Motion by Cabeen, second by McCormick, to approve the above-listed resolution, item 7.5. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

6. Out of Country Trip Request – Spain Summer 2022

Board comments, questions, concerns: Do we have COVID insurance on this trip? (All participants are aware that this is subject to conditions.)

Motion by Cabeen, second by Choi, to approve the above-listed trip request, item 7.6. On roll call, Ayes, seven (7), Cabeen, Choi, Juby, Lamb, McCormick, Saxton, Egan. Nays, none (0). Absent, none (0). Abstained, none (0).

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

**9. INFORMATION**

1. Board Meeting/Presentation Schedule
2. FOIA Requests (Policy 2:250)

**10. CONSENT AGENDA**

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

New Hires Certified Staff

Maksimuk, Katherine, HES, Art, 1.0 FTE, effective 8/16/21  
Mattson, Makayla, GMSN, Learning Behavior Specialist, 1.0 FTE, effective 8/16/21  
Mazzacano, Kristin, GMSN, Learning Behavior Specialist, 1.0 FTE, effective 8/16/21  
Medchill, Valerie, GMSS, Speech Language Pathologist, 1.0 FTE, effective 8/16/21

FTE Adjustments Certified Staff

Assell, Elizabeth, GMSN, Physical Education, 1.0 FTE to 1.2 FTE, effective 4/5/21  
Barabasz, Ryan, GMSS, Physical Education, 1.0 FTE to 1.2 FTE, effective 4/5/21  
Gates, Tom, GMSN, Physical Education, 1.0 FTE to 1.2 FTE, effective 4/5/21  
Shanel, Ashley, GMSS, Physical Education, 1.0 FTE to 1.2 FTE, effective 4/5/21  
Westerhoff, Chris, GMSN, Physical Education, 1.0 FTE to 1.2 FTE, effective 4/5/21

Long-Term Substitutes Certified Staff

Bobeczko, Kristin, HSS, Physical Education, 1.0 FTE, effective 3/22/21-4/23/21  
Dispensa, Christina, MCS, Grade 1, 1.0 FTE, effective 5/3/21-6/4/21  
Kroll, Jennifer, FES, Learning Behavior Specialist, 1.0 FTE, effective 5/11/21-6/4/21  
Ryan, Jackson, HES, Physical Education, 1.0 FTE, effective 4/12/21-5/7/21  
Youman, Amy, GHS, ALOP, 1.0 FTE, effective 4/16/21-6/4/21

Family and Medical Leave Certified Staff

Thomas, Gina, GHS, Spanish, Intermittent, 20-21 school year  
Thomas, John, GHS, Math, Intermittent, 20-21 school year

Retirement Certified Staff

Ruh, Lorrie, HES, Librarian, 1.0 FTE, effective 6/4/21  
Moore, Patty, HES, Learning Behavior Specialist, 1.0 FTE, effective 6/4/21  
Wicinski, Rob, GHS, Science, 1.0 FTE, effective 6/4/21

Resignation Certified Staff

Baum, Nicole, MCS, Grade 3, 1.0 FTE, effective 6/4/21  
Christoffel, Maizy, HES, Kindergarten, 1.0 FTE, effective 6/4/21  
Cook, Deidra, HES, Grade 1, 1.0 FTE, effective 6/4/21  
DiNatale, Melissa, GMSN, Language Arts, 1.0 FTE, effective 6/4/21  
Krause, Lauren, GELP, Learning Behavior Specialist, 1.0 FTE, effective 6/4/21  
Laski, Emily, MCS, Social Worker, 1.0 FTE, effective 6/4/21  
Richard, Kelsey, GMSN, Language Arts, 1.0 FTE, effective 6/4/21  
Sommerfield, Kathy, GMSS, Social Worker, 1.0 FTE, effective 6/4/21  
Weiss, Carolina, HSS, Psychologist, 1.0 FTE, effective 6/4/21  
Wierenga, Natalie, GMSS, Language Arts, 1.0 FTE, effective 6/4/21  
Zwolski, Scott, GMSN, Psychologist, 1.0 FTE, effective 6/4/21

New Hires Support Staff

Babula, Dave, All Buildings, Maintenance, effective 4/13/21  
Maldonado, Omar, All Buildings, Substitute Custodian Floater, effective 3/16/21

Resignations Support Staff

Bartolone, Onofrio, GMSS, Custodian, effective 4/1/21  
Cerrone, Gina, FES, Library Assistant, effective 3/25/21  
Kestner, Jill, GMSS, Administrative Assistant, effective 3/25/21

Reclassification Support Staff

Elder, Andrew, GHS, FT Security to On-call Security, effective 4/5/21  
Minderman, Tiffany, Lunchroom Supervisor (WES) to Adm. Assistant (GMSS), effective 4/5/21  
Plass, Mike, GMSS, Head Custodian (HSS) to Head Custodian (GMSS), effective 4/12/21

Family and Medical Leave Support Staff

Fladung, Vicky, CO, Network Manager, effective 4/7/21-5/1/21  
Takesue, Michelle, GMSN, Special Education Assistant, effective 4/12/21-5/7/21

Adjusted Retirement Date

Wicklund, Sandy, GHS, Administrative Assistant, effective 6/4/21

Retirement Support Staff

Amore, Paul, GMSS, Custodian, effective 7/6/21

Fladung, Vicky, CO, District Tech Manager, effective 7/2/21

Odenthal, Susan, HES, Nurse, effective 6/4/21

Reclassification Administration

Latham, Todd, CO, Coordinator of Business Services to Asst. Supt. of Business Services, effective 7/1/21

2. Accounts Payable (Policy 4:50)
3. 2021-2022 Food Service Agreement (Policy 4:120)
4. Request to Purchase: \$74,500, American Capital, for 700 HP ProBook X360 Devices
5. Pay Request #4: \$11,069, Slaten Construction, Inc., for Health/Life Safety repairs at GMSS & GMSN
6. Pay Request # 2: \$55,581.70, Safeway Tuckpointing, for masonry repairs at HSS & MCS
7. Pay Request: \$66,802.05, Cashman Stahler Group, Inc., for architectural services for the boiler & hot water storage tank replacement at GMSS
8. Bid Summary: \$28,245.64, Midland Paper Company, for copy paper (Policy 4:60)
9. Mid-Valley Special Education Cooperative Classroom Use Agreement
10. Updated 2020-2021 School Calendar

Motion by Cabeen, second by Saxton, to approve the above-listed, items 10.1-10.10. 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*

Board members attended the recent Communications Task Force meeting, and there is nothing imminent to report; however; Laura does do a great job explaining her communications. Thank you to all of you, who, over the last several meetings have come out to share your concerns with the Board. The Facilities Task Force met today, and there are concerns about funds going into the future. Last week, a Board member participated in the IASB Panel Submission reviews for the November conference. There will be many interesting topics on COVID, as well as TIF's and equity.

**12. NOTICES / ANNOUNCEMENTS**

**13. EXECUTIVE SESSION TO CONSIDER MATTERS PERTAINING TO THE APPOINTMENT, EMPLOYMENT, COMPENSATION, OR DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC INDIVIDUALS WHO SERVE AS INDEPENDENT CONTRACTORS IN A PARK, RECREATIONAL, OR EDUCATIONAL SETTING, OR SPECIFIC VOLUNTEERS OF THE PUBLIC BODY OR LEGAL COUNSEL FOR THE PUBLIC BODY, INCLUDING HEARING TESTIMONY ON A COMPLAINT LODGED AGAINST AN EMPLOYEE, A SPECIFIC INDIVIDUAL WHO SERVES AS AN INDEPENDENT CONTRACTOR IN A PARK, RECREATIONAL, OR EDUCATIONAL SETTING, OR A VOLUNTEER OF THE PUBLIC BODY OR AGAINST LEGAL COUNSEL FOR THE PUBLIC BODY TO DETERMINE ITS VALIDITY. HOWEVER, A MEETING TO CONSIDER AN INCREASE IN COMPENSATION TO A SPECIFIC EMPLOYEE THAT IS SUBJECT TO THE LOCAL GOVERNMENT WAGE INCREASE TRANSPARENCY ACT MAY NOT BE CLOSED AND MUST BE OPEN TO THE PUBLIC [5 ILCS 120/2(c)(1); THE PURCHASE OR LEASE OF REAL PROPERTY FOR THE USE OF THE PUBLIC BODY, INCLUDING MEETINGS HELD FOR THE PURPOSE OF DISCUSSING WHETHER A PARTICULAR PARCEL SHOULD BE ACQUIRED [5 ILCS 120/2(c)(5)]. [5 ILCS 120/2(c)(11)] (Policy 2:220)**

At 8:32 p.m., motion by McCormick, second by Choi, to go into executive session to consider matters pertaining to appointment, employment, compensation, or discipline, performance, or dismissal of specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body or against legal counsel for the public body to determine validity. However, a meeting to consider an increase in compensation to a specific employee that is subject to the local government Wage Increase Transparency Act may not be closed and must be open to the public body; collective negotiating matters between the public body and its employees or their representatives, or deliberations

concerning the salary for one or more classes of employees; the purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired.

At 9:11 p.m., the Board returned to open session.

**14. POSSIBLE ACTION FOLLOWING EXECUTIVE SESSION**

1. Possible Dismissal of Support Staff

Motion by McCormick, second by Choi, to approve the dismissal of a school bus mechanic for gross misconduct and failure to meet job qualifications, 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).

**15. ADJOURNMENT**

At 9:13 p.m., motion by Cabeen, second by Choi and with unanimous consent, the meeting was adjourned.

APPROVED April 26, 2021  
(Date)

\_\_\_\_\_ PRESIDENT

SECRETARY \_\_\_\_\_

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