



**Minutes of a Regular Meeting of the Board of Education
Oswego Community Unit School District 308
Kendall, Kane and Will Counties
April 11, 2023**

The Board of Education of Community Unit School District 308, Kendall, Kane and Will Counties, Illinois, met in a regular session in the Community Room at Oswego East High School.

Note for file: *All roll call votes are shown in alphabetical order in these minutes; however, during the Board Meeting votes are called out in accordance with Board Policy 2:220*

1. Call to Order – Executive Session (5:30 p.m.)

The meeting was called to order at 5:36 p.m. by President LaTonya Simelton

1.1 Roll Call:

Upon Roll Call the following members answered present:

Dominick Cirone, Lauri Doyle (by phone), Eugene Gatewood,
Jared Ploger, LaTonya Simelton

Members Absent (at roll call):

Jennifer Johnson, Alison Swanson

2. Closed Session

2.1 Enter Closed Session under statute(s); 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance or dismissal of certain employees and individuals; 5 ILCS 120/2(c)(2) Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees

A motion was made by Mr. Eugene Gatewood, second by Mr. Jared Ploger, to enter Closed Session under statute(s); 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance or dismissal of certain employees and individuals; 5 ILCS 120/2(c)(2) Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees

Final Resolution: Motion Carried 6-0

Aye: Mr. Dominick Cirone, Ms. Lauri Doyle (by phone), Mr. Eugene Gatewood,
Ms. Jennifer Johnson (joined right after roll call), Mr. Jared Ploger,
Ms. LaTonya Simelton

The Board of Education entered closed session at 5:38 p.m.

2.2 Return to Open Session

A motion was made by Ms. Jennifer Johnson, second by Mr. Dominick Cirone, to return to Open session

Final Resolution: Motion Carried 7-0

Aye: Mr. Dominick Cirone, Ms. Lauri Doyle, Mr. Eugene Gatewood, Ms. Jennifer Johnson, Mr. Ploger, Ms. LaTonya Simelton, Ms. Alison Swanson

The Board of Education returned to open session at 7:24 p.m.

3. Call to Order – Public Session (7:15 pm)

The meeting was called to order at 7:28 p.m. by President LaTonya Simelton

3.1 Roll Call:

Upon Roll Call the following members answered present:

Dominick Cirone, Eugene Gatewood, Jennifer Johnson, Jared Ploger, LaTonya Simelton, Alison Swanson

Members Absent (at roll call):

Lauri Doyle

Administration Present:

Superintendent of Schools, Dr. John Sparlin
Associate Superintendent of Educational Services, Faith Dahlquist
Assistant Superintendent for Student & Staff Services, Dr. Heather Kincaid
Assistant Superintendent for Operations, Dr. John Petzke

Others Present:

Attorney Maureen Lemon, Ottosen DiNolfo Hasenbalg and Castaldo, as well as employees of the District and members of the community.

Recording Secretary:

Ursula Studer

3.2 Pledge of Allegiance

Pledge of Allegiance was led by Board President LaTonya Simelton

4. Public Comment

4.1 Opportunity for the Public to address the Board of Education

There was no public comment this evening.

5. Presentations

5.1 Human Resources Annual Report

Mr. Miller presented the [Summary](#) for the Annual Human Resources Report

Goals by 2026:

- Recruit and Retain High Quality and Diverse Staff
- Explore Ways to increase private and grant funding to complement and add to the district's financial position

Indicators of Success for the past year's progress:

- Updated onboarding programs for all categories in-place
- High-quality and diverse teacher prep programs identified through review of performance evaluation data from hired graduates and current enrollment demographic
- Updated placement procedure in place that prioritize placement from high-quality programs when all requests cannot be honored
- Updated performance evaluations in-place for OESPA, OCMA, and Non-Bargaining Support Staff
- Increased utilization of Rush Medical as percentage of medical spend

Indicators of Success that will be reported on at next year's annual report:

- Negotiate Successor Agreement with OEA to enhance our climate & culture and increase student learning
- Conduct a market analysis for compensation and benefits to facilitate our efforts to recruit and retain a high quality diverse staff in traditionally hard to staff areas
- Build relationships with regional universities
- Increase utilization of Rush Medical

Highlights/connections of this work:

Finance: Agreement with OTA to increase recruitment and retention

Student Learning: Reducing turnover and increasing representation among our teaching staff

Support for Student Learning: To increase the breadth and depth of the onboarding program

Community Partnerships: The continuation of our partnership with Rush Medical

The complete presentation on Human Resources, including audio, can be found at the following link:

<https://go.boarddocs.com/il/oswego308/Board.nsf/Public>

6. Comments/Reports

6.1 Superintendent Report

Dr. Sparlin shared what our District is currently doing and what can be done to keep our schools more secure. Some highlights and advancement that were accomplished in the last 10 years:

- Alarms for our buildings for security at night
- Secure vestibules to have control of who enters the building during the day
- Main office personnel screens everyone before they enter the main offices
- We will soon be adding another layer, where the vestibule entrance is locked and screening will take place before entering
- Video Surveillance
- Raptor System
- Security Cameras inside and out
- We have implemented ALICE Training
- Conduct intruder drills
- Hired a Safety and Security Coordinator

These are just some of the ways where we have increased safety and security in our District.

On March 22 we held our Community and Advisory Committee and Mr. Bell, Executive Director of Student and Staff Services, presented the Student Rights and Responsibilities Code that is on the agenda for information this evening.

Dave Jeffers, Building Engineer at Brokaw EC is a top 10 finalist in the Cintas Custodian contest.

Information is on the website on how to vote.

Dr. Sparlin thanked all of our Assistant Principals.

6.2 Student Ambassador Report

Kaitlyn commented that the surveys surrounding mental health are finally completed and we hope to finalize some last minute details this coming week.

The survey contains 3 sections; student to student interaction; student to teacher interaction; and building accessibility. Kaitlyn also shared that 12 students had the opportunity to participate in a focus group conducted by the Superintendent search firm. It was very impactful to hear the voices of the other students.

Aanya was also part of a focus group with her peers from OEHS. Both ambassadors worked hard to find a diverse group of students to participate in the groups. All students really took advantage of having a voice and being able to represent the rest of the students. They talked a lot about diversity, about teachers and faculty. The connection is so important, to be seen and for teachers to know who they are.

6.3 Board Committee Reports

The following Committees meet since the last Board of Education meeting:

Equity Committee; Finance & Facilities Committee; Policy & Legislative Committee

Mr. Ploger commented how much he enjoyed the last Equity committee meeting, it included a student presentation. Aanya shared that the conversation in the meeting was about equity and learning environments. What this means is that we are being given an equal chance to thrive in the learning environment. The most important aspect that Aanya has seen, is on the individualized diversity spectrum. Looking at students that come from completely different backgrounds or values, when those parts are not addressed while in the learning environment, inhibits from learning. Diversity is not taught the way it needs to be and that takes away from our students.

Kaitlyn's group focused on safety, sharing how within the individualized clubs they have supports in place for students. But many don't feel safe outside of those groups like in the hallways and classrooms. Something that needs to be addressed.

Ms. Johnson invited students and parents to join the Teaching & Learning committee as they discuss policies and a curriculum opt out form. Other topics like homework and parent teacher conferences will be discussed as well.

There were no additional questions on the [reports](#)

6.4 Board Member Comments

Mr. Ploger visited PT, Churchill, HM and OP.

Mr. Gatewood attended the BSA Black Excellence that was held last week. Whenever I attend such events, whether it's art, music, academics or athletic events, it's always phenomenal to him how much talent we have within our District.

Mr. Cirone attended the Fastathon and made all the way until 8. They then shared a meal and learning about the universal benefits of fasting and Muslim traditions.

Ms. Simelton reminded everyone that the Superintendent Search Firm was holding their focus groups and that there was a survey available online as well. Students and staff will have an opportunity to take it during school hours.

7. Approval of Consent Agenda

7.1 Approval of Minutes from previous Meeting

A motion was made by Ms. Jennifer Johnson, second by Mr. Eugene Gatewood, to approve all items under consent, including Minutes from the Board of Education meeting on March 20, 2023, open and closed session and to acknowledge the FOIA requests received by the district

Mr. Ploger asked for information as far as what happens when the Attorney General finds that we did not release enough information for a FOIA. Anyone requesting a FOIA can have the FOIA reviewed if they feel that they have not been given enough information. We then provide the Attorney General with an unredacted form. If it's found that we were in error, we will inform the Board at that time.

Final Resolution: Motion Carried 6-0

Aye: Mr. Dominick Cirone, Mr. Eugene Gatewood, Ms. Jennifer Johnson,
Mr. Jared Ploger, Ms. LaTonya Simelton, Ms. Alison Swanson

8. Information

8.1 Financial Statements

8.2 Montgomery Village Development Abatement

Over the last 3-6 months, the Village of Montgomery's Economic Development Office (EDO) has been working on a series of projects that include parcels of currently undeveloped land. All needing large investment for infrastructure, public improvements, utility, and water line movements.

In a strongly competitive and unknown status of the economy, companies and developers are seeking incentives to choose specific sites and property. Although price, labor and location are often key factors, in the current situation incentives and abatements are important. Some projects need a specific number or amount to help cover some of these costs. The EDO is currently coordinating with the Village of Montgomery, Waubensee Community College, Kendall County, and the School District. The Board members agreed that they would like to see business development opposed to more housing at this time.

The complete [presentation](https://go.boarddocs.com/il/oswego308/Board.nsf/Public) on the Montgomery Village Development Abatement, including audio, can be found at the following link: <https://go.boarddocs.com/il/oswego308/Board.nsf/Public>

8.3 Tyler Drive Transportation Solution

New and improved technology systems and tools available would help our transportation department with a variety of challenges, including:

- Student attendance on our buses currently has to be checked manually. TylerDrive would allow us to check-in and -out through the software. This would eliminate issues such as students potentially boarding the wrong bus or exiting at the wrong bus stop.
- Urgent route changes/additions have to be emailed to a school building, printed and hand delivered to the driver. TylerDrive allows for real-time updates.
- New and substitute drivers, not familiar with the area, have a difficult time getting back on route if they get disoriented while using paper route sheets. TylerDrive has turn-by-turn navigation.
- Our contractor buses use different GPS systems making it difficult to monitor in real time. Our current transportation system, Tyler Versatrans Routing and Planning, offers TylerDrive to complement their suite of services.

The first year acquisition cost would include equipment, installation and training at a cost of \$320,861 and the second and future costs for annual service and licensing is \$44,414.

In addition to regular State Transportation Reimbursements, State Reimbursement for this implementation is available for reimbursement as both equipment and annual service are directly related to student transportation services.

The complete [presentation](https://go.boarddocs.com/il/oswego308/Board.nsf/Public) on Tyler Drive Transportation Solution, including audio, can be found at the following link: <https://go.boarddocs.com/il/oswego308/Board.nsf/Public>

8.4 Transportation Bid

The current pupil transportation contracts with First Student and Septran expire on June 30, 2023. The District posted a public request for proposal on January 20, 2023 for a three year contract for twenty-five regular education routes and a three year contract for twenty-five special education routes. On March 23, 2023, bids were publicly opened and read aloud. Two contractors submitted bids for the regular education pupil services and four contractors submitted bids for the special education pupil transportation.

Administration recommends to award the Regular Education contract to Durham School Services and the Special Education contract to Septran Student Transportation.

8.5 Student Rights and Responsibilities Section in Student Handbook

Throughout the process of updating the Student's Rights & Responsibilities for the 2023 – 2024 school year, stakeholders throughout Oswego Community Unit School District 308 engaged in identifying areas that needed to be refined and updated. The timeline followed during this process included review by building administrators, building staff, district administrators, and the Community Advisory Committee. In addition to the timeline, we included the link to the draft version of the 2023 – 2024 Student's Rights and Responsibilities, and a summary of changes in the document. Once the final version is approved, we will be working with students, staff, and administrators to develop additional communication tools and strategies to discuss this document with students to increase their knowledge and understanding. Please note, we are currently realigning our BOE Policy manual which may impact specific policy numbers or procedural language. If changes are needed with the approval of the BOE Policy manual, the Student's Rights and Responsibilities document will be updated.

The complete [presentation](https://go.boarddocs.com/il/oswego308/Board.nsf/Public) on Student Rights and Responsibilities, including audio, can be found at the following link: <https://go.boarddocs.com/il/oswego308/Board.nsf/Public>

9. Action Items

9.1 Approval of Bills for Payment

A motion was made by Ms. Jennifer Johnson, second by Mr. Dominick Cirone, to authorize the payment of bills in the amount of two million, seven hundred ninety-one thousand, three hundred seventy-three dollars and forty cents (\$2,791,373.40) as presented

Final Resolution: Motion Carried 6-0

Aye: Mr. Dominick Cirone, Mr. Eugene Gatewood, Ms. Jennifer Johnson, Mr. Jared Ploger, Ms. LaTonya Simelton, Ms. Alison Swanson

9.2 Approval of High School Social Studies Textbooks

A motion was made by Ms. Jennifer Johnson, second by Mr. Dominick Cirone, to approve the purchase of the High School Social Studies Textbooks as presented

Ms. Swanson and Mr. Ploger had a couple follow up questions before the motion.

Final Resolution: Motion Carried 6-0

Aye: Mr. Dominick Cirone, Mr. Eugene Gatewood, Ms. Jennifer Johnson, Mr. Jared Ploger, Ms. LaTonya Simelton, Ms. Alison Swanson

9.3 Approval to Install the OEHS Stadium Scoreboard

A motion was made by Ms. Jennifer Johnson, second by Mr. Eugene Gatewood, to approve the Installation of the OEHS Stadium Scoreboard

Mr. Ploger asked how quickly we can get a policy outlining who will be in charge of monitoring the advertising after installation.

Dr. Kincaid shared that there is not a current policy, but there will be specific information in the Administrative Procedure. Ultimately the approval will go through Communications as this policy is contained in Section 8 (communications).

Final Resolution: Motion Carried 6-0

Aye: Mr. Dominick Cirone, Ms. Lauri Doyle, Mr. Eugene Gatewood, Ms. Jennifer Johnson, Mr. Jared Ploger, Ms. LaTonya Simelton, Ms. Alison Swanson

9.4 Approval of Chemical Supply Purchase

A motion was made by Ms. Jennifer Johnson, second by Mr. Dominick Cirone, to approve the utilization of our existing partnership with Sourcewell Cooperative for various custodial and maintenance supplies

Final Resolution: Motion Carried 6-0

Aye: Mr. Dominick Cirone, Mr. Eugene Gatewood, Ms. Jennifer Johnson, Mr. Ploger, Ms. LaTonya Simelton, Ms. Alison Swanson

9.5 Approval of OEHS and OHS Tennis Court Bid

A motion was made by Ms. Jennifer Johnson, second by Mr. Dominick Cirone, to award the base bid for OEHS and OHS Tennis Courts to Abbey Paving in the amount of \$1,641,775.00

Final Resolution: Motion Carried 6-0

Aye: Mr. Dominick Cirone, Mr. Eugene Gatewood, Ms. Jennifer Johnson, Mr. Ploger, Ms. LaTonya Simelton, Ms. Alison Swanson

9.6 Approval of OEHS and OHS Track Bid

A motion was made by Ms. Jennifer Johnson, second by Mr. Jared Ploger, to award Schroeder Asphalt Services in the amount of \$952,092.50 which would include acceptance of both OH and OEHS base bids and the OEHS alternates 1, 2, and 3

Final Resolution: Motion Carried 6-0

Aye: Mr. Dominick Cirone, Mr. Eugene Gatewood, Ms. Jennifer Johnson, Mr. Jared Ploger, Ms. LaTonya Simelton, Ms. Alison Swanson

9.7 Approval of Food Service Contract Extension

A motion was made by Ms. Jennifer Johnson, second by Mr. Eugene Gatewood, to approve the emergency contract extension for the 2023-24 school year and to raise lunch rates by \$0.40 to keep pace with the PLE (Paid Lunch Equity) tool.

Final Resolution: Motion Carried 5-1

Aye: Mr. Dominick Cirone, Mr. Eugene Gatewood, Ms. Jennifer Johnson, Mr. Jared Ploger, Ms. LaTonya Simelton
Nay: Ms. Alison Swanson

Ms. Johnson commented that she does not feel that we have fully reviewed our contracts to present a more equitable pay compensation matrix. Ms. Johnson wanted to make sure that departmental changes are not included in this vote since she feels that the new Superintendent should have a part of that. Ms. Dahlquist stated that Building and Administrator contracts are being approved tonight. Mr. Ploger commented that the percentage is not all we can look at, that the turnovers are affecting everyone. More pieces will be discussed on July 1 at the Board Workshop.

9.8 Approval of Building Administrator Contract

A motion was made by Ms. Jennifer Johnson, second by Mr. Eugene Gatewood, to approve the 2023-24 Building Administrator contracts as presented

Final Resolution: Motion Carried 5-1

Aye: Mr. Dominick Cirone, Mr. Eugene Gatewood, Ms. Jennifer Johnson,
Mr. Jared Ploger, Ms. LaTonya Simelton
Nay: Ms. Alison Swanson

9.9 Approval of 2023-24 District Administrator Contracts

A motion was made by Ms. Jennifer Johnson, second by Mr. Eugene Gatewood, to approve the 2023-24 District Administrator contracts as presented

Final Resolution: Motion Carried 4-1-1

Aye: Mr. Dominick Cirone, Mr. Eugene Gatewood, Mr. Ploger, Ms. LaTonya Simelton
Nay: Ms. Alison Swanson
Abstain: Ms. Jennifer Johnson

9.10 Approval of Personnel Report

A motion was made by Ms. Jennifer Johnson, second by Mr. Jared Ploger, to approve the Personnel report as presented

Final Resolution: Motion Carried 6-0

Aye: Mr. Dominick Cirone, Mr. Eugene Gatewood, Ms. Jennifer Johnson,
Mr. Jared Ploger, Ms. LaTonya Simelton, Ms. Alison Swanson

10. Adjournment

10.1 Adjourn

A motion was made by Ms. Jennifer Johnson, second by Mr. Jared Ploger, to adjourn.

All were in favor unanimously to adjourn.

Final Resolution: Motion Carried 6-0

Aye: Mr. Dominick Cirone, Ms. Lauri Doyle, Mr. Eugene Gatewood, Ms. Jennifer Johnson,
Mr. Jared Ploger, Ms. LaTonya Simelton, Ms. Alison Swanson

Meeting Adjourned at 10:15 p.m.

President

Attest: _____
Secretary