



**Minutes of a Regular Meeting of the Board of Education
Oswego Community Unit School District 308
Kendall, Kane and Will Counties
September 12, 2022**

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 (6:15 p.m.)

The meeting was called to order at 6:16 p.m. by President LaTonya Simelton

1.1 Roll Call:

Upon Roll Call the following members answered present:

Dominick Cirone, Lauri Doyle, Jennifer Johnson,
Jared Ploger, LaTonya Simelton, Alison Swanson

Members Absent (at roll call):

Eugene Gatewood

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 Ms. Jennifer Johnson, second by Ms. Alison Swanson, 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, Ms. Jennifer Johnson,
Mr. Jared Ploger, Ms. LaTonya Simelton, Ms. Alison Swanson

The Board of Education entered closed session at 6:17 p.m.

2.2 Return to Open Session

A motion was made by Ms. Jennifer Johnson, second by Ms. Alison Swanson, to return to Open Session.

Final Resolution: Motion Carried 6-0

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

The Board of Education returned to open session at 6:56 p.m.

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

The meeting was called to order at 7:15 p.m. by President LaTonya Simelton

3.1 Roll Call:

Upon Roll Call the following members answered present:

Dominick Cirone, Lauri Doyle, Jennifer Johnson,
Jared Ploger, LaTonya Simelton, Alison Swanson

Members Absent (at roll call):

Eugene Gatewood

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/CSBO, Dr. John Petzke
Director of Communications, Theresa Komitas

Others Present:

Board 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

Michelle Trager – commented that September is FASD (Fetal Alcohol Spectrum Disorder) Awareness Month. Ms. Trager has shared many resources with the District and was able to comment about the disease on WGN radio. Some useful links have been provided for parent involvement, where they can get support and more information. ISBE does not have any information about this on their website, whereas many other Departments of Education do.

Crystal Casper – commented on restorative justice, stating that it is unfair to students that want to learn. Restorative Justice has replaced the zero tolerance policy in many school districts in this country. It removes individual responsibility for negative behavior. It provides an unstable environment and there is concern for the safety of children. In addition, this plan takes time away from academics when a student is disrupting the class.

Paul Dominguez – shared that he is committed to be there for his kids as an involved parent in and out of school. Mr. Dominguez commented that they are new to junior high school and that it turned out to be a horrible start. A survey was administered to students that included questions about sexual orientation and

gender identity. Mr. Dominguez is upset that no information was shared with the parents and that there was no opportunity to opt out. The principal apologized but neither he or the District office provided any clear answers as to why the survey was conducted and the parents were not notified. We as the parents feel very distressed and it needs more than just a simple apology to get resolved.

Joanne Johnson – asked for the District to hear families like hers, that come from religious and conservative backgrounds. Ms. Johnson stated that if her children misbehave at school, she can be called and trusted to take care of it at home. It might not be that way for every family, but it is not okay to overstep that line. There is a concern for the District with transportation issues, the scores being on the decline, we are short on custodial staff and the teachers are overworked. Academics have to be at the forefront and the District is failing. The color or the sexual affiliation does not matter, it should just be kindness over all. Ms. Johnson stated that the District does not set expectations evenly across the board.

5. Presentation

5.1 Climate for Learning Framework

The components of the framework were covered, with accomplishments and highlights in each section.

- Explicit SEL Instruction
- Explicit Instruction on Common Expectations for Behavior
- SEL Integrated with Academic Instruction
- Youth Voice and Engagement
- Supportive School and Classroom Climates – Math and Reading
- Engagement Expectations
- Supportive School and Classroom Climates – DEI
- Staff SEL
- Supportive Discipline

The framework is used to collect feedback from classroom walkthroughs. Additionally, for each interview, administration or team shares the Climate for Learning Framework and then uses questions from a bank that are aligned with each section of the Framework.

- Math achievement proficiency increased two percentage points in grades 2-8 and reading achievement increased three percentage points between September and May. The goal is ten percentage points by May 2026.
- Support groups for staff were created last year and staff was surveyed this fall on their own SEL needs.
- A district team for Restorative Practices was created.
- Creating a vision and plans for implementation will be a focus for this year.

Aanya shared that from a student perspective, it is better for SEL to be integrated into the lessons than being separate. Aanya also shared that we should continue addressing sexual harassment at the high school level and to possibly conduct another student survey.

Overall administrative recommendation for Envision 308 annual progress report is “making progress”. The complete presentation on Climate for Learning, including audio, can be found at the following link: <https://go.boarddocs.com/il/oswego308/Board.nsf/Public>

6. Comments/Reports

6.1 Board Member Comments

President Simelton welcomed the Student Ambassadors to the meeting. Aanya Roy is returning to the role from last year and Kaitlyn Jobes is joining this year for the first time. President Simelton shared the

importance of student voice being heard and engaged and how having these students here helps to capture student perspective.

Mr. Ploger visited Boulder Hill recently to tour the school, visit a few classrooms, and talk with staff. He highlighted the common outdoor area which has been revamped with help from community groups, families, and the school working together collaboratively. He questioned if there is a playground equipment replacement schedule, which *Dr. Sparlin* addressed- yes there is a schedule and Boulder Hill is on there. *Mr. Ploger* shared a statement, themed redundancy. While many districts are suffering from bussing difficulties and many had issues during the pandemic, we don't have the reserves necessary to create redundancies and more safeguards in our systems.

Ms. Johnson welcomed the student ambassadors and thanked them for sharing their perspective. September is FASD awareness month- the day acknowledged on the 9th day of the 9th month. Suicide awareness month is this month- spreading hope and resources for suicide prevention and mental health-call or text 988 in a time of crisis. Deaf awareness month in September, acknowledges the challenges of those who are deaf and hard of hearing. Thank you to all staff and parents who assist the district in leading our delivery of education to these students.

6.2 Superintendent Report

Staff feedback has included energy and excitement- the most "normal" feel since the pandemic. The number one issue that we are facing at this time is staffing. The largest concern is in transportation. The current situation is nationwide- a shortage of drivers, the contract service providers can't provide the routes they used to, we don't have drivers to fill all routes, and with call-ins that issue is exacerbated. In the midst of driving multiple stacked routes, staff are trying to provide parent feedback on delays to the best of their ability. There are days when all CDL certified staff who are normally in administrative roles are out driving routes to help fill gaps. *Dr. Sparlin* acknowledged parent concerns, and thanked them for their continued understanding. Ideas are always welcome as we face the need to do more with less.

6.3 Student Ambassador Reports

Aanya Roy, a senior at OEHS, returned for a second year. *Kaitlyn Jobs* is a senior at OHS, joining in her first year. The first advisory committee meeting was held last week. New members of the committee were welcomed. The topic of representing and acknowledging the diversity of the student body was discussed in order to provide true representation, considering recruiting, and expansion of the committee size. The committee is working on a form that students could use to express interest in joining the committee and reasons why they would be an asset to the committee.

The role of the committee and ambassadors is to provide student advocacy and voice on needs and concerns, which requires a survey to the student body. This helps to establish the priorities for this year.

7. Approval of Consent Agenda

7.1 Approval of Minutes from previous Meetings

7.2 Acknowledgement of Freedom of Information (FOIA) Requests

A motion was made by Ms. Jennifer Johnson, second by Mr. Jared Ploger, to approve all items under consent, including 7.1 Minutes from the Board of Education meeting on August 22, 2022 open and closed session; and 7.2 to acknowledge the FOIA requests received by the District

Final Resolution: Motion Carried 6-0

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

8. Information

8.1 Financial Statements

Ms. Johnson requested again to see a variance report with the Financial Statements going forward. Mr. Ploger asked for the 5-year Projections. Mr. Ploger also asked for an approximate dollar amount on outsourcing transportation in general.

8.2 Discussion to Update the District Mission Statement

A discussion was held at the June Board Workshop regarding the work that would be accomplished with our Strategic Plan. The Board agreed at that time that the Mission statement needed some revision. Using feedback from senior leadership and student ambassadors, administration worked on providing an updated draft mission statement to the board. The mission statement is the Boards work and their feedback, changes, and discussion will determine the final statement.

Discussion from student ambassadors included feedback on specific words- encouraged, motivated and challenged which may resonate strongly with the student body and more appropriately indicate the personalized approach for students.

Ms. Johnson encouraged the Board to consider awaiting feedback from the public through the Community Advisory Committee. President Simelton wants the feedback from the Climate and Culture survey that 1,400 staff members completed, included in the discussion.

A motion was made by Ms. Johnson, second by Ms. Simelton, to table the discussion

Final Resolution: Motion Failed 2-4

Aye: Ms. Jennifer Johnson, Ms. LaTonya Simelton

Nay: Mr. Dominick Cirone, Ms. Lauri Doyle, Mr. Jared Ploger, Ms. Alison Swanson

Mr. Ploger questioned if anything was done to gain feedback from community members on the proposed language since pre-COVID, and we have not.

The Board members asked for the Mission, Vision and Culture statement to be taken back to the Student Advisory Committee to give their input as well as the new Community Advisory Committee.

Ms. Doyle asked to have a time frame by which this statement will be approved by. Dr. Sparlin stated it will be brought back with everyone's input in December.

The complete discussion on Updating the District Mission statement can be found at the following link: <https://go.boarddocs.com/il/oswego308/Board.nsf/Public>

8.3 Procedures for Community Advisory Committee

In June, at the Board Retreat, the topic of advisory committees was discussed- all are four separate groups moving in the same direction. In order to improve efficiency and productivity, the four existing Board committees will remain, however the membership will be two board members and three appointed administrators. A fifth committee is being added, the Community Advisory Committee. The meetings will be subject to the Open Meetings Act, will include a published agenda, and will be open to the public to attend and speak during public comment.

8.4 Revised Procedures for Board Committees

The idea of a large collaborative group of community members and staff to serve as a Board advisory committee was recommended by administration to the board. The existing committee members from the four board committees will be invited to join the larger community committee. This meeting will be subject to the Open Meetings Act, will include a published agenda, and will be open to the public to attend and participate in public comment. Board members are able to attend all or some Community Advisory Committee meetings but would not be part of the committee. Dr. Sparlin would deliver the feedback from CAC to the Board in his Superintendent comments. The Board members would like to see

staff members appointed to this committee as well. Dr. Sparlin is aiming for the first meeting to take place in October. Board members will be invited on a rotational basis.

Ms. Doyle stated that she would encourage to keep our separate Superintendent's Parent Advisory Committee.

The complete presentation on the Revised Board Committee Structure, including audio, can be found at the following link: <https://go.boarddocs.com/il/oswego308/Board.nsf/Public>

8.5 First Read Policy 2:150 Board Committees

The new Community Advisory Committee was added to the existing Policy 2:150 (Board Committees)

9. Action Items

9.1 Approval of Bills for Payment

A motion was made by Ms. Jennifer Johnson, second by Mr. Jared Ploger, to authorize the payment of bills in the amount of four million, two hundred nine thousand, eight hundred four dollars and sixty-six cents (\$4,209,804.66) as presented.

Final Resolution: Motion Carried 6-0

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

9.2 Approval of First Planning Solutions Routing Service

A motion was made by Ms. Jennifer Johnson, second by Mr. Jared Ploger, to approve the contract with First Planning Solutions Routing Service in the amount of \$32,000 as presented.

Final Resolution: Motion Carried 6-0

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

9.3 Approval of Intergovernmental Agreement with the Kendall County Food Pantry

A motion was made by Ms. Jennifer Johnson, second by Ms. Alison Swanson, to approve the Intergovernmental Agreement with the Kendall County Food Pantry as presented.

Final Resolution: Motion Carried 6-0

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

9.4 Approval of Personnel Report

A motion was made by Ms. Jennifer Johnson, second by Ms. Alison Swanson, to approve the Personnel report as presented

Mr. Ploger commented that the yearly salaries of Teaching Assistants are a big part of why districts have difficulty to recruit employees.

Final Resolution: Motion Carried 4-1-1

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

10. Adjournment

10.1 Adjourn

A motion was made by Ms. Jennifer Johnson, second by Ms. Alison Swanson, to adjourn.

All were in favor unanimously to adjourn.

Final Resolution: Motion Carried 6-0

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

Meeting Adjourned at 9:38 p.m.

President

Attest: _____
Secretary