



**Minutes of a Regular Meeting of the Board of Education
Oswego Community Unit School District 308
Kendall, Kane and Will Counties
September 26, 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, Eugene Gatewood, Jennifer Johnson,
Jared Ploger, LaTonya Simelton, Alison Swanson

Members Absent (at roll call):

Lauri Doyle, Jennifer Johnson

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

The Board of Education entered closed session at 6:18 p.m.

2.2 Return to Open Session

A motion was made by Ms. Jennifer Johnson, second by Mr. Eugene Gatewood, to return to Open Session.

Final Resolution: Motion Carried 6-0

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

The Board of Education returned to open session at 6:34 p.m.

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

The meeting was called to order at 7:18 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/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 Hearing

4.1 Public Hearing on FY23 Budget

Ms. Simelton read the public hearing statement, informing the community that there would be two separate opportunities for public comment; during the public hearing regarding the FY23 budget and during the regular public comment portion.

4.2 Update on FY23 Budget

Ms. Simelton asked for the administration to present any updates to the FY23 budget at this time, with public comments following. Dr. Petzke shared that we have a surplus of \$2.658 million dollars.

There were no public comments on the FY23 budget.

4.3 Close Public Hearing

Ms. Simelton closed the public hearing at this time.

5. Public Comment

5.1 Opportunity for the Public to address the Board of Education

Amy Stevens – one of our bus drivers that has been with the District since 2015, shared that it's been a rough start to the school year with the bus driver and monitor shortage we are experiencing. She thanked everyone for their support and help as we are all doing our best to get the students to where they need to go in a timely and safe manner. Ms. Stevens stated that the problem is the pay, that surrounding districts and the private companies have higher pays and still include benefits as well.

6. Presentation

6.1 IASB Presentation on PRESS Plus Service

A speaker from the Illinois Association of School Boards presented on the difference between the PRESS reference manual and updates (which the district currently subscribes to) and their PRESS Plus service. With PRESS Plus, the Association would use the custom SD 308 Board Policies when making updates and reviewing potential changes for board consideration. This would eliminate the need for district staff to compare the PRESS updates and changes with the SD 308 policies and capture the changes. Once the Board approves the updates/changes, IASB would then be in charge to revise the policy and load it on their site that can be accessed by the public. The policy manual through PRESS Plus is searchable. The District would also have the option to display the individual policies on our website as we currently do. At this time, 524 Illinois districts subscribe to PRESS Plus. Subscribing to this service will be time consuming at first, since each policy needs to be reviewed with a representative from IASB before being uploaded to their site. It could be a 6-12 months process.

The complete presentation on the PRESS Plus Service, including audio, can be found at the following link: <https://go.boarddocs.com/il/oswego308/Board.nsf/vpublic?open>

6.2 School Safety & Security Presentation

SD 308 Executive Director of Student Services Jeremy Bell, and Safety Coordinator Mike Frieders shared a presentation outlining the practices, tools, and resources that are used to protect the safety of students and staff. The four main pillars include Proactive, Monitor, Evaluate, and Response.

Proactive: Secured Entrances, Visitor Management (Raptor), Emergency Response Plans

Monitoring: Reports through ILSafe2Help, SD 308 Incident Reporting Form, Securly Web/Email/Google Suite Monitoring for keywords/phrases, Cameras (total of 798)

Evaluate: Threat Assessment Team and Decision Tree

Response: ALICE, 911 Protocols, two-way communication with families & community, Interact with first responders

Contributions to all areas of Safety & Security include having School Resource Officers, a newly added Coordinator of Safety and Security, and Staff & Student Education/ Practice.

Next steps include; camera project, radio project, reunification plans, Threat Assessment Team, ALICE eLearning Modules deployment and Life Safety Evaluations with ROE.

Maintaining a safe and nurturing learning environment is a component of the district's strategic plan Envision 308.

The complete presentation on the School Safety & Security presentation, including audio, can be found at the following link: <https://go.boarddocs.com/il/oswego308/Board.nsf/vpublic?open>

7. Comments/Reports

7.1 Board Member Comments

Ms. Johnson shared that she attended a portion of the BIONIC student training program, the training included students from seven other high schools. She also congratulated Student Ambassador Aanya Roy as a semifinalist in the National Merit Scholarship program. Ms. Johnson provided a note of gratitude to both the district tech department for all their behind the scenes work, and also the home and school parent groups that are meeting and providing opportunities for parents to be involved in the schools.

Mr. Ploger shared condolences on Dick Underwood's passing. Mr. Underwood was a long-time educator, administrator, coach, volunteer, and mentor in several nearby districts and communities. Mr. Ploger also shared, with a heavy heart, the loss of the fourth student this year in the school community he serves, their Mustang community is grieving.

7.2 Board Committee Reports

Policy and Legislative Committee - PRESS updates were reviewed and suggestions were made on the Uniform Grievance procedures and timelines. Review of policy on Title IX grievance procedures, including feedback from previous committee members, additional language is desired regarding substance, reporting, and consequence. Additional policies were discussed related to diverse hiring, bullying, purchased contracts, disposition of district property, homework uniformity, and Ashley's law. Graduation procedures for acknowledgement of academic achievement including the use of metals or pins at commencement, and other celebrations.

Teaching and Learning - Multi-tiered Systems of Support (MTSS) was reviewed. MTSS can help to identify and address issues earlier. Components of student choice being implemented at schools, such as independent reading, have shown academic growth. School-wide expectations for behavior, communication efforts to educate and remind students are positively impacting student behavior. A desire was shared to have additional data reported and shared on how the efforts are helping.

7.3 Superintendent Report

Dr. Sparlin shared information about Evidence Based Funding (EBF), which is the formula used to fund public schools in Illinois. The model was started in August of 2017. SD 308 is a Tier 1 school district within the 4-tiered model. Our current adequacy percent is 66%. Tier 1 districts receive 50% of new money added to the funding model each year, which is slated to be \$350 million per year. As District's move out of Tier 1, our funding will increase as long as the model is fully funded every year. The public is encouraged to talk with their representatives about the importance of funding EBF, it has had a very positive impact on our district.

7.4 Student Ambassador Reports

At the last Student Advisory Committee meeting they discussed how to recruit new members to the committee, they developed a slide to be pushed out through schools, which will include a QR code to a form to apply. They wish to include more students, including students earlier in their high school career, so they have a chance to get and stay involved. A broader representation of the student body, including diverse groups of students is important in order for all student voices and perspectives to be heard. Conversation was held regarding another student survey in the future.

8. Approval of Consent Agenda

8.1 Approval of Minutes from previous Meetings

8.2 Acknowledgement of Freedom of Information (FOIA) Requests

8.3 Acknowledgement of Administrator and Teacher Salary and Benefits Report for FY22

8.4 Resolution Approving TRS SSP Employer Participation Agreement

A motion was made by Ms. Jennifer Johnson, second by Mr. Jared Ploger, to approve all items under consent, including 8.1 Minutes of the Board of Education meeting on September 12, 2022, open and closed session; 8.2 to acknowledge the FOIA requests received by the district; 8.3 to acknowledge the Administrator Teacher Salary and Benefits Report for FY22 and 8.4 to approve the Resolution approving the TRS SSP Employer Participation Agreement.

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. Information

9.1 District Climate & Culture Survey Overview

Dr. Sparlin provided a high-level overview of the initial results from the Climate and Culture Survey distributed to staff in May. The survey was taken by 1,470 staff members, the data is broken out into six primary roles (district administrators, school administrators, teachers, district office staff, other school staff, other district staff). A Survey Response Plan is being developed to provide a deeper understanding of the data by employee group, needs for additional information, possible initiatives for improvement and action plans. The highest levels of satisfaction were seen in the area of relationships with colleagues, leaders, and students. Overall, the results show that as an employer, school's rate more favorably than the district. Replies do vary significantly between employee groups. Additional surveys are being launched within some employee groups. Staff will receive additional information over the next several weeks, the full response plan will be shared with the Board once it is finalized.

The complete presentation on the District Climate & Culture Survey Overview, including audio, can be found at the following link: <https://go.boarddocs.com/il/oswego308/Board.nsf/vpublic?open>

9.2 Policies First Read: Section 4: Operational Services (4:65) Section 5: General Personnel (5:80) Section 6: Instruction (6:330) Section 7: Students (7:270)

Some clarification was given on policy 6:330 that showed the transition to the honor system, that acknowledges more students opposed to the Top 10. This is the same system used in college. The transition process that took place over the last few years will now be removed from the policy.

9.3 Board Member Travel Request – Triple I Conference

Five members of the Board of Education will be attending the annual state conference in Chicago in November.

The travel request form contains the maximum allowable amounts to be paid for the various travel expenses. These are estimates only in order to get board approval BEFORE travel. After the event, all receipts must be submitted to the board secretary, after which the form gets completed. A second board approval is ONLY needed if the actual cost exceeds the previously estimated cost.

Costs included to be paid for the Triple I Conference: Conference registration fees, Lodging, Parking, Tolls, Mileage, Meals.

10. Action Items

10.1 Adoption of FY23 Budget

A motion was made by Ms. Jennifer Johnson, second by Mr. Eugene Gatewood, to adopt the FY23 Budget for Oswego Community Unit School District 308 as presented

Final Resolution: Motion Carried 4-2

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

Nay: Mr. Jared Ploger, Ms. Alison Swanson

10.2 Policy Second Read and Approval: Section 2: School Board (2:150)

A motion was made by Ms. Jennifer Johnson, second by Mr. Eugene Gatewood, to approve Board Policy Section 2: School Board (2:150) as presented

Final Resolution: Motion Carried 5-1

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

Nay: Mr. Jared Ploger

Ms. Johnson noted that she would like to see a committee for Special Education.

10.3 Approval of Personnel Report

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

Final Resolution: Motion Carried 4-1-1

Aye: Mr. Dominick Cirone, Mr. Eugene Gatewood, Mr. Jared Ploger,
Ms. LaTonya Simelton

Nay: Ms. Alison Swanson

Abstain: Ms. Jennifer Johnson

11. Adjournment

11.1 Adjourn

A motion was made by Ms. Jennifer Johnson, second by Mr. Eugene Gatewood, to adjourn.

All were in favor unanimously to adjourn.

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

Meeting Adjourned at 10:20 p.m.

President

Attest: _____
Secretary