



**Minutes of a Closed Meeting of  
The Board of Education of Community  
Unit School District 308, Kendall, Kane and Will Counties, Illinois  
Oswego East High School Community Room  
July 30, 2018**

**2. Closed Session**

- 2.1 Closed Session under statute(s): 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity

*The Board of Education entered Closed Session at 6:40 p.m.*

*A roll call was taken at this time*

Members present (at roll call):

Matt Bauman, Lauri Doyle, Brent Lightfoot  
Toni Morgan, Heather Moyer, Jared Ploger

Member(s) absent (at roll call):

Brad Banks

Administration Present:

Superintendent Dr. John Sparlin  
Associate Superintendent for Educational Services, Dr. Lisa Smith  
Chief Financial Officer, Christi Tyler  
Executive Director of Human Resources, Ken Miller

Others Present:

Attorney Maureen Lemon, Ottosen Britz Kelly Cooper Gilbert and DiNolfo, Ltd.

Recording Secretary:

Ursula Coan

**Minutes**

Dr. Sparlin stated that the first item to be discussed would be the approval of a District Administrative position. *Debbie Miller* is the recommendation for the position of Director of Health Services. She holds both, a school nurse and general administrative endorsement on a professional educator license. Mr. Miller stated that Ms. Miller was the only candidate interviewed that had all the legal requirements for this position. Dr. Sparlin commented that this was the hardest administrative position to fill in years.

*Karen Cepeda* – Dean of Students at Oswego East High School. Ms. Cepeda has a masters in clinical psychology and received this year her masters in Illinois Principal Prep from Concordia. She has worked as a school counselor at Murphy Junior High for the past six years and completed her principal internship this past year. Mr. Ploger asked why the person that she is replacing left the district. Mr. Miller stated that he does not have that information and he does not believe an exit interview was completed.

*Personnel Report*

According to Mr. Miller, as of this personnel report, 28 out of 36 teachers have been offered to be recalled. Ms. Morgan asked if there is any flexibility for a recalled teacher to be placed back into their original spot even if that position has already been filled. Mr. Miller stated that there is an agreement in place with the OEA, that if a teacher was recalled by July 1<sup>st</sup> they would be placed back into their home building. At this time, they are placed wherever there is an opening. Ms. Morgan would like administration to consider a change in that date during the next contract negotiations with the OEA.

Mr. Bauman asked for clarification regarding the exit interviews. He was under the impression that there was a person to person interview with every administrator leaving, when in fact it is a survey sent out by e-mail. Mr. Miller explained that not every staff member returns the survey and we can't mandate for them to tell us why they are leaving the district.

The board discussed how this information, especially reasons for why someone is leaving the district, could be collected. Perhaps a confidential survey could be sent to all staff, not just administration. The Board would like to know if there is a correlation with staff leaving and the budget. Mr. Miller assured the Board that if there was anything concerning in a questionnaire, that he would be following up with the specific staff member. Dr. Sparlin asked Mr. Miller to design a process that would provide more information as to why staff is leaving.

Mrs. Doyle asked for the Board to be provided with the salary of both, the person that is being hired and the employee that is being replaced.

2.2 Return to Open Session

*A motion was made by Mr. Jared Ploger, second by Mr. Matthew Bauman, for the Board of Education to return to open session.*

***Final Resolution: Motion Carried 6-0***

Aye: Mr. Matt Bauman, Mrs. Lauri Doyle, Mr. Brent Lightfoot  
Ms. Toni Morgan, Mrs. Heather Moyer, Mr. Jared Ploger

*The Board of Education returned to Open Session at 6:55 p.m.*

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President

Attest: \_\_\_\_\_  
Secretary