



**Minutes of a Closed Meeting of
The Board of Education of Oswego Community
Unit School District 308, Kendall, Kane and Will Counties, Illinois
Oswego East High School Community Room
August 19, 2019**

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 6:49 p.m.

A roll call was taken at this time

Members present (at roll call):

Matt Bauman, Lauri Doyle, Ruth Kroner, Brent Lightfoot, Toni Morgan, Heather Moyer, Alison Swanson

Member(s) absent (at roll call):

None

Administration Present:

Superintendent Dr. John Sparlin
Associate Superintendent for Educational Services, Faith Dahlquist
Chief Financial Officer, Christi Tyler
Executive Director of Human Resources, Ken Miller
Executive Director for Special Education, Jennifer Volpe

Others Present:

Attorney Maureen Lemon, Ottosen Britz Kelly Cooper Gilbert and DiNolfo, Ltd.
Stuart Whitt – Whitt Law

Recording Secretary:

Ursula Coan

Minutes

Personnel Report – Dr. Sparlin stated that he addressed the questions regarding the additional full time employee's in his Friday update. Dr. Sparlin added that three 1:1 teacher assistants are on today's personnel report; two are for existing student that now state that requirement in the IEP and one moved into the district.

Director of Development – Mr. Lightfoot stated that while he understands why the contract is structured the way it is, he is concerned about the 30 day bonus structure since it's unlikely that the money raised

can be tracked and paid out within 30 days of a fundraiser. Dr. Sparlin referred to the language in the contract stating the following:

In the event a monthly performance-based bonus has been earned, the Director shall be paid the bonus amount in the second payroll cycle of the month. If the Director does not accomplish a pro-rated amount of the Performance Goals in any one month, but he accomplishes a pro-rated amount of the Performance Goals from any one month in addition to the amount of the Performance Goals Director IMRF Contract for a subsequent month, the Director shall be paid the monthly performance-based bonus for each such month in the second payroll cycle of the month following that accomplishment.

A bonus will not be paid if the amount received is less than the salary and the bonus amount for any given month. Mrs. Lemon cautioned that a non-profit Director of Development can't have the bonus tied specifically to dollars brought in. That is the reason why the performance goals are listed in the contract as tasks in hopes that if the tasks are completed, the money will follow.

The board members questioned the frequent changing in jobs and Dr. Sparlin assured the Board that Mr. Binder was excited and committed about working for our district and that this job was much closer to his home as well. Other district foundation that have this position, brought in a significant amount above what they received before.

Mr. Lightfoot questioned the travel reimbursement in the contract, stating that he feels that it is an expectation of the job. Dr. Sparlin responded that it is the same as other contracts for a director position, a reimbursement of \$150 per month for mileage. It is likely that it would cost more if the mileage was reimbursed at the regular rate. The district pays for benefits while OFEE pays for salary and any bonuses.

2.2 Return to Open Session

A motion was made by Mrs. Ruth Kroner, second by Mrs. Heather Moyer, for the Board of Education to return to open session

Final Resolution: Motion Carried 7-0

Aye: Mr. Matt Bauman, Mrs. Lauri Doyle, Mrs. Ruth Kroner, Mr. Brent Lightfoot, Ms. Toni Morgan, Mrs. Heather Moyer, Mrs. Alison Swanson

The Board of Education returned to Open Session at 7:16 p.m.

President

Attest: _____
Secretary