



**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  
September 23, 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; 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

*The Board of Education entered Closed Session at 6:46 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

*Others Present:*

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

*Recording Secretary:*

Ursula Coan

**Minutes**

***Personnel Report*** – Mrs. Doyle asked how many more FTE positions were needed for general education. Dr. Sparlin stated that at this time none, perhaps a couple of sections in elementary are getting close. Mrs. Swanson suggested to give a teacher an overload instead of hiring new staff. Dr. Sparlin answered that at the elementary level a new teacher would need to be hired and at the secondary level, overloads are considered whenever possible. This process is outlined in the bargaining agreement. Principals look at

who is free during a certain period where an overload is needed and check which teachers have the qualifications to teach that subject. If more than one teacher is interested, seniority is considered. Mrs. Kroner asked how class numbers are determined, with the special education students, particularly at the elementary level. Dr. Sparlin offered to give detailed information to the Board in a Friday update. Mrs. Swanson asked why there is additional special education staff being hired and Mr. Miller responded that it is a move in student with an IEP that requires a 1:1 aide. Mr. Bauman questioned the attorney on what would happen if we did not comply with hiring a one on one aide for a student that has it written in his IEP. Maureen Lemon explained that it would be in violation of Federal Law and it would affect our IDEA grant money. In addition, the family could file for due process and that costs a minimum of \$50,000, which is non-refundable, even if the district was found to be right. Mrs. Moyer asked if we could provide a list of where students are moving in from, to see if it's from a variety of districts or a trend from certain ones. Mr. Lightfoot inquired about any updates for the position of the new administrative assistant at DAC. Dr. Sparlin did not have anything to add since the last time this was discussed in closed session. Mrs. Kroner was checking to see if that person would be hired under a 1-year contract. Mrs. Miller stated that the administrative assistants don't have a contract, she would be hired as a non-union support staff. The board members discussed the duties of the new administrative assistant; and whether or not it was necessary to have the position filled at this time. Mrs. Doyle asked for a straw poll in order to avoid the need to enter closed session a second time if the personnel report were to fail. Four members were in support and three were not.

2.2 Return to Open Session

*A motion was made by Mrs. Ruth Kroner, second by Ms. Toni Morgan, 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, Heather Moyer, Mrs. Alison Swanson

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

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President

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