



**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
December 9, 2013**

7. Closed Session

- 7.1 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; and 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 of more classes of employees

Entered Closed Session at 8:50 p.m.

A roll call was taken at this time.

Members present:

Brent Lightfoot, Greg O'Neil, Danielle Paul,
Alison Swanson, Bill Walsh

Members Absent at roll call:

Matt Bauman, Mike McDowell

Administration Present:

Superintendent of Schools Dr. Matthew Wendt, Associate Superintendent Dr. Paul O'Malley, and
Assistant Superintendent for Administrative Services Mr. John Sparlin

Administration Absent at roll call:

Assistant Superintendent for Teaching and Learning, Dr. Judy Minor

Others Present:

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

Recording Secretary: Karen Lansky

Minutes

Collective Negotiating

Maureen Lemon asked the board if there were any questions on the OCMA collective bargaining agreement as provided which is on the agenda for approval. There were no questions on the final agreement.

Personnel:

The board discussed questions and concerns on the personnel report which consisted of the following:

- Leave cover for a teacher which was listed as being assigned to transportation. Dr. Sparlin confirmed that was a typo and the building reflected should have been for Traughber Junior High.

Board Member Mike McDowell and Assistant Superintendent for Teaching and Learning Dr. Judy Minor entered closed session at 8:55 p.m.

- Concern regarding a staff member approved for time off. It was noted that this same staff members was out of the classroom for two-thirds of an entire semester a couple of years ago. Is the district looking at individual teachers and their attendance history prior to granting such requests? Good attendance is very important and relying on substitute teachers to cover in key subject areas is an area for concern when a teacher is out for an extended period of time.

Dr. Sparlin commented that HR personnel are diligent and thorough in assuring the paperwork for time-off requests is handled appropriately to assure both the number of days allotted falls under an individual's contract as well as within FMLA guidelines.

Board Member Matt Bauman entered closed session at 9:00 p.m.

- New principal candidate to be hired for Traughber Junior High for next school year

Dr. Wendt commented that this candidate will assist in taking that building to the next level. Faculty members were involved in the interviewing process and were eager to select this individual.

Dr. Sparlin commented the candidate is looking forward to meeting faculty this week and working with Dr. Kober on her transition. The district is fortunate to be able to hire a candidate so early on in the year to assure a smooth transition.

It was discussed that adjustments need to be made to increase achievement in that building.

- FOIA request received from a law firm about an individual not hired for a position with the district. Inquiry into if there is any potential that the law firm is being retained by this individual and if the district is at risk because the candidate feels they were overlooked.

Maureen Lemon commented that this topic is not able to be discussed because this individual is not currently a staff member and the district would need to be provided with evidence that a lawsuit has been filed before this may be discussed. The FOIA request is not sufficient grounds for a discussion.

Bill Walsh excused Drs. Wendt, O'Malley, Minor and Sparlin from closed session at 9:06 p.m.

The remainder of closed session consisted of an update on and continuation of the board's discussion of the superintendent's contract.

Bill Walsh provided an update of his discussion with Dr. Wendt subsequent to the board's suggestions at the November 25th meeting regarding his contract. Bill Walsh commented Dr. Wendt was not comfortable with the board purchasing a vehicle for his use and would prefer the flat car allowance amount and a travel stipend instead, even if the rate remains flat. It was mentioned that in the public's eye, purchasing a vehicle for the

superintendent's use would not be viewed favorably. Bill Walsh mentioned that Dr. Wendt would like the board to come to him with a proposed compensation package equivalent and comparable with others, (i.e., a minimal percentage increase in his base salary), and also let him know what the board would like to invest in him to move the district forward through other areas such as his annuity and bonus compensation.

Board member Alison Swanson left closed session at 9:17 p.m.

The board continued with a discussion on the base salary, annuity and bonus amounts as well as compensation for achievement of performance based goals. Mention was made to determine a mid contract goal and a long term goal to be used as a stretch type goal that could be built into his contract. There was discussion of also placing something in his contract where the bonus amount would be adjusted on an annual basis, between certain parameters.

Mr. Walsh mentioned he would discuss the results of this discussion with Dr. Wendt.

7.2 Return to Open Session

A motion was made by Mrs. Danielle Paul, second by Mr. Brent Lightfoot, for the Board of Education to return to Open Session.

Final Resolution: Motion Carried 6-0

Aye: Mr. Matt Bauman, Mr. Brent Lightfoot, Mr. Mike McDowell, Mr. Greg O'Neil,
Mrs. Danielle Paul, Mr. Bill Walsh

Not Present at Vote: Mrs. Alison Swanson

The Board left closed session at 9:35 p.m.

President

Attest: _____
Secretary