



GENEVA COMMUNITY UNIT SCHOOL DISTRICT 304
FROM THE OFFICE OF HUMAN RESOURCES

TO: Geneva CUSD 304 Board of Education
Dr. Andy Barrett, Superintendent

FROM: Dr. Adam Law, Assistant Superintendent of Human Resources

RE: Dismissal of Educational Support Personnel

DATE: April 14, 2025

It is our practice at this time of year to dismiss a certain number of part-time and select Educational Support Service Personnel because we are not sure at this point in time whether or not there will be sufficient need and/or grant funding next fall to employ these individuals.

In the event that certain Educational Support Service positions are not required in the next school year, the Board extends a notice of dismissal at this time in the school year to decrease the number of educational support personnel employed by the Board. Taking such action at this time in the school year protects the school district from employing individuals whose position may not be available due to budget reduction, enrollment uncertainty, program elimination, or position reconfiguration.

I recommend that the Board adopt the attached resolution authorizing the dismissal of those Educational Support Service Personnel enumerated on the attached Exhibit 1.

Should you or any Board member have any questions about the dismissal process, please contact me.

**RESOLUTION FOR DISMISSAL OF
EDUCATIONAL SUPPORT PERSONNEL**

WHEREAS, this Board of Education has determined that the educational support personnel hereinafter set forth shall be honorably dismissed on June 3, 2025, as a result of the decision of this Board of Education to decrease the number of educational support personnel employees employed by the Board; and

WHEREAS, pursuant to Section 10-23.5 of the *Illinois School Code* (105 ILCS 5/10-23.5) the Board is required to give these educational support employees written notice of honorable dismissal, stating the specific reasons therefor, not less than thirty (30) days prior to the employee's dismissal date.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of Geneva Community Unit School District 304, as follows:

Section 1. That the following educational support personnel within the designated category of position are hereby honorably dismissed from employment in Geneva Community Unit School District No. 304, effective June 3, 2025, and will not be re-employed for the 2025-2026 school term by reason of the decision of this Board of Education to decrease the number of educational support personnel employed by the Board:

First Name	Last Name	Building	Position Assignment Desc
JENNIFER	BROWN	FES	SPECIAL ED ASSISTANT
TERYN	BRYANT	WAS	SPECIAL ED ASSISTANT
ROBIN	DIBBLE	FES	KINDERGARTEN ASST- 29.75 HRS
LINDSEY	FAST	WES	KINDERGARTEN ASST- 29.75 HRS
COURTNEY	GRIMES	WES	KINDERGARTEN ASST- 29.75 HRS
JULIE	HECKER	WAS	KINDERGARTEN ASST- 29.75 HRS
ALEXANDRA	MCLEAN BECERRA	GHS	BILINGUAL CLASSROOM ASSISTANT
MIKAYLA	RAWLS	WAS	KINDERGARTEN ASST- 29.75 HRS
JESSICA	REYNOLDS	GMSN	CLASSROOM ASSISTANT
JANE	RUNYAN	HSS	KINDERGARTEN ASST- 29.75 HRS
CYNTHIA	SPENCER	HSS	KINDERGARTEN ASST- 29.75 HRS
CHRISTINE	TODD	HSS	CLASSROOM ASSISTANT
MARIA	TORRES DUQUE	HSS	BILINGUAL CLASSROOM ASSISTANT

EXHIBIT 1

Section 2. The President and Secretary of this Board of Education are hereby authorized and directed to give these educational support employees written notice of this Board's decision to honorably dismiss them and not re-employ them for the 2025-2026 school term.

The notices shall be sent by certified mail, return receipt requested, at least thirty (30) days prior to the employees' respective dismissal dates and further, the notice and statement of honorable dismissal shall be substantially in the form of Exhibit 1 attached hereto.

Section 3. This Resolution shall be in full force and effect immediately upon its passage.

Member _____ moved adoption of the foregoing Resolution and Member _____ seconded it.

ADOPTED this 14th day of April 2025, by the following vote:

AYES: _____

NAYS: _____

ABSENT: _____

BOARD OF EDUCATION OF GENEVA COMMUNITY UNIT SCHOOL DISTRICT 304

President, Board of Education

ATTEST:

Secretary, Board of Education

Geneva Community Unit School
District Number 304
227 N. Fourth Street
Geneva, Illinois 60134
(630) 463-3000



BOARD OF EDUCATION
Larry Cabeen, President
Jacqueline Forbes, Vice President
Molly Ansari
Dan Choi
Stephanie Bellino
Paul Radlinski
Willard C. Hooks, Jr.

NOTICE OF STATEMENT OF HONORABLE DISMISSAL

April 14, 2025

**BY CERTIFIED MAIL
RETURN RECEIPT REQUESTED**

Name
Address
City, State Zip

Dear _____:

We regret to advise you that the Board of Education of Geneva Community Unit School District 304, pursuant to Section 10-23.5 of the *Illinois School Code*, has determined to decrease the number of educational support personnel employees employed by the Board. You will not be re-employed for the 2025-2026 school year and are hereby dismissed, effective June 3, 2025. This is an honorable dismissal. Accordingly, your employment with the School District shall terminate at the end of the school day on June 3, 2025.

This notice of dismissal is being sent to you pursuant to a Resolution of the Board of Geneva Community Unit School District 304, Illinois, duly adopted at a meeting held on April 14, 2025.

Should you have any questions about this non-renewal notice, please contact Dr. Adam Law, Assistant Superintendent-Human Resources, at (630) 463-3050.

Thank you for your service to the students and teachers of Geneva District 304.

Very truly yours,
Board of Education
Geneva Community Unit School District 304

By: _____
Larry Cabeen, President, Board of Education

ATTEST:

By: _____
Andrew J. Barrett, Secretary, Board of Education