
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT THE ADMINISTRATION CENTER, 203 W. HILLSIDE ROAD, NAPERVILLE, IL. May 21, 2019 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 6:00 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Joe Kozminski, Janet Yang Rohr, Paul Leong and Donna Wandke. Absent: Charles Cush

Administrators present were:
Dan Bridges, Superintendent

Closed Session

Donna Wandke moved, seconded by Kristine Gericke to go into Closed Session at 6:01 p.m. for consideration of:

1. Pursuant to 5 ILCS 120/2(c)(21) Discussion of minutes lawfully closed under the Open Meetings Act, for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 04/22/2019, 05/06/2019.
2. Pursuant to 5 ILCS 120/2(c)(1) Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District.
3. Pursuant to 5 ILCS 120/2 (c)(11) Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal.

Meeting Opening

Janet Yang Rohr made a motion, seconded by Joe Kozminski to return to Open Session at 7:13 p.m. A voice vote was taken. Those voting yes: all No: None. The motion carried

Welcome and Mission

Kristin Fitzgerald welcomed all and read Naperville Community Unit School District 203's Mission Statement.

Roll Call

Board members present: Kristin Fitzgerald, Donna Wandke, Paul Leong, Joe Kozminski, Kristine Gericke and Janet Yang Rohr. Absent: Charles Cush.

Student Ambassadors present: Haley Cush, NNHS.

Administrators present: Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer, Jennifer Hester, Chief Academic Officer, Carol Hetman, Chief Human Resources Officer, Rakeda Leaks, Executive Director of Inclusion and Diversity, Sinikka Mondini, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, and Nancy Voise, Assistant Superintendent for Secondary Education. Absent: Patrick Dolan, Director of Buildings and Grounds, Chuck Freundt, Christine Igoe, Assistant Superintendent for Elementary Education, Bob Ross, Chief Operating Officer, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

Pledge of Allegiance-Steeple Run

Sue Salness, Principal of Mill Street Elementary School introduced the following students who lead the Pledge of Allegiance: Bhavish Jampala, Noah Rivenburg, Sophia Balagat, Alexis Welch, Gracie, Sam, and Wyatt Weidman, Sarra Banasiak, Lindsay and Emily Arrellano, Isabella Nguyen, Ellis Fuja, Michael Ogunsanya, Harper Scacco, and Connor Kelly.

Good News

NNHS Math Team State Champions

Superintendent Bridges invited Jennifer Baumgartner, Activities Dean, to introduce the members of the NNHS Math Team. The State Math Team contest was at the University of Illinois in Urbana on Saturday, May 4th where the team won.

In addition, the team came in first at the DuPage Valley Conference held February 12, 2019 and the ICTM Regionals held February 23, 2019.

NNHS has now won FOUR State Championships in a row!

Team members: Jihoon, Baek, Jack Boettcher, Anne Foley, Karen Ge, Allen Gu, Jason Gu, Ryan Guan, James Huang, Benji Kan, Bibiane Kan, Mohammad Khan, Judson Lam, Richard Li, Grace Liu, Jason Liu, Jevin Liu, James Huang, Holden Mui, Alayna Nguyen, Alexander Ristich, Eron Ristich, Sanjana Roy, Arjun Shah, Kevin Shi, Zehua Tan, Joseph Tennyson, Joshua Tennyson, Emma Wang, Geoffrey Wu, Jennifer Xia, Henry Xie, Kelly Zhang, Daniel Zhao, Bill Zheng, and Chris Zhou.

Coaches are: Liz Moore, Jong Ho Kim, Noreen. Olisar, and Justin Rubo.

NNHS eSports State Champions:

Mrs. Baumgartner introduced the following students from NNHS as winners of the State eSports Championship: Bennett Cacioppo, Gavin Drummond, Sam Farran, Riley Kolker, Chris Newmann, Ryan Pearson and Colin Woods.

Coaches: Andy Mendez, Alex Egan and Chris Terpstra.

NNHS Girls Badminton State Champion

Mrs. Baumgartner introduced Bhaavya Manikonda as the Girls Badminton State Champion.

Mission Maker Award

Superintendent Dan Bridges recognized Naperville North High School Student Ria Bawiskar for being a Community Contributor.

Ria was nominated by Principal Katy Lynch who shared this about her:

Ria reached out to Meadow Glens administration with an idea to help girls become involved with coding at an earlier age and close the gap between boys and girls in STEM related fields. Her goal was to increase the confidence of girls with math, science, and programming by being their mentor and teacher during a before school club. Ria volunteered her time to plan and facilitate a nine week Empower 2019 Club that would expose girls Scratch, a drag-and-drop language that is a fun interface to learn basic programming logic; hands-on collaborative activities that teach mathematical and coding concepts; and opportunities to develop a risk-taking, creative, and collaborative mindset and interest in STEM. She has communicated weekly with the parents and included pictures of the hands-on experiences presented during the Empower 2019 Club. Ria is an exceptional Community Contributor who has planned and taken action to create opportunities for girls to become involved with STEM and close the gap between boys and girls in the STEM field.

Public Comment

None

Monthly Reports

- Treasury Report- The Board received the March Treasurer's Statement
- Investments- The Board received the March Investment Report
- Insurance-The Board received the March Insurance Report
- Budget-The Board Received the March Budget Report

Action by Consent:

1. Bills and Claims from Warrant #1015829 thru Warrant #1016607 totaling \$21,793,595.52 for the period of April 23, 2019 to May 21, 2019.

2. Adoption of Personnel Report

	EFFECTIVE DATE	LOCATION	POSITION
RESIGNATION-CERTIFIED			
Jason Booker	11-Aug-19	NCHS	School Counselor
Diane Krause	31-Jul-19	Ranch View	4th Grade
Mark Williams	11-Aug-19	NNHS	Automotive
APPOINTMENT-CERTIFIED FULL-TIME			
Alexis Kent	12-Aug-19	Steeple Run	2nd Grade
Jacob Kolbe	12-Aug-19	NCHS	Physical Education
Stephanie McCauley	12-Aug-19	Steeple Run	4th Grade
Sean Miller	12-Aug-19	Connections	Learning Behavior Specialist
Susanna Ramsden	12-Aug-19	Steeple Run	4th Grade
Zachary Splitt	12-Aug-19	NNHS	Learning Behavior Specialist
Nina Vicicondi	12-Aug-19	NCHS	Physical Education
Jacob Wantland	12-Aug-19	Prairie	5th Grade
Courtney Wisinski	12-Aug-19	Steeple Run	5th Grade
Amanda Yee	12-Aug-19	Ellsworth	Kindergarten
APPOINTMENT-CERTIFIED PART-TIME			
Kristin Bilik	12-Aug-19	Ellsworth	Learning Behavior Specialist (50%)
Derek Miller	12-Aug-19	NCHS	Business Education (90%)
RE-EMPLOYMENT-CERTIFIED FULL-TIME			
Andrew Jensen	12-Aug-19	NNHS	Art
Caila Klimczak	12-Aug-19	NCHS	Physical Education
LEAVE OF ABSENCE-CERTIFIED			
Rachel Fruin	19-20 School Year	NCHS	Math
Stephanie Korntheuer	10/21/19 – 5/22/20	Steeple Run	English Learner
Victoria Donnelly	11/11/19 – 5/22/20	Science	LJHS
RETIREMENT-CLASSIFIED			
Sandra Henkelman	31-May-19	NCHS	Senior Secretary
Karen Jacobs	28-Jun-19	Steeple Run	Executive Secretary
Mary Ann Jones	31-May-19	Kingsley	Special Education Assistant

John Klancir	6-Nov-19	Transportation	Bus Driver
Patricia Strebing	31-May-19	Prairie	Instructional Assistant
RESIGNATION-CLASSIFIED			
Susana Alonso	31-May-19	Ann Reid	Special Education Assistant
Ruben Davila	29-Apr-19	KJHS	Custodian
Aurelia Heras	3-Jun-19	NCHS	Main Office Receptionist
Joan Lanteigne	31-May-19	Mill Street	Special Education Assistant
Irlanda Mora	31-May-19	Maplebrook	Special Education Assistant
Bruno Pipa	25-May-19	Steeple Run	Custodian
Susanna Ramsden	11-Aug-19	Steeple Run	Special Education Assistant
Otis Scarver	3-May-19	NNHS	Campus Supervisor
Zachary Splitt	11-Aug-19	NNHS	Special Education Assistant
Sara Stokes	31-May-19	NNHS	LRC Assistant
TERMINATION-CLASSIFIED			
Calvin McGaughy	9-May-19	NCHS	Custodian
EMPLOYMENT-CLASSIFIED FULL-TIME			
Monika Bicker	2-Aug-19	Mill Street	Senior Secretary
Carrie Cassano	2-May-19	Transportation	Bus Driver
Lynne Kallstrand	9-May-19	NNHS	Attendance Specialist
Lawrence Nyman	25-Apr-19	Transportation	Bus Driver
Lavetta Smith	13-May-19	LJHS	Special Education Assistant

3. Minutes 04/22/2019, 05/06/2019
4. Food Management Service Contract Renewal
5. Computer Renewal Leases
6. LUDA Membership Dues 2019-2020
7. IASB Annual Dies 2019-2020

Paul Leong made a motion to approve the Consent Agenda with the exception of the April 22, 2019 and May 6, 2019 minutes, seconded by Kristine Gericke. Those voting yes: Gericke, Kozminski, Leong, Wandke, Yang Rohr and Fitzgerald. No: None.

Donna Wandke made a motion to approve the April 22, 2019 minutes, Kristine Gericke seconded. Those voting yes: Yang Rohr, Fitzgerald, Leong, Wandke and Gericke. Abstain: Kozminski.

Donna Wandke made a motion to approve the May 6, 2019 minutes, Janet Yang Rohr seconded. Those voting yes: Fitzgerald, Wandke, Kozminski, Leong, Yang Rohr and Gericke. No: None.

Student Ambassador Reports

Haley Cush-NNHS

Haley expressed her gratitude at being able to represent NNHS on the Board of Education this year. She has learned a lot and thanked the Board for all the time they give to make the lives of the students better. She also introduced Anna Snyder who will be the Ambassador from NNHS for the 2019-2020 school year. Anna reported that the students are gearing up for exams. There have been a lot of end of the year activities, Prom, Car Show, Senior Awards, Commemorative as well as concerts and end of the season tournaments for Water Polo, Track, Tennis and Badminton.

Written Communications

Freedom of Information Requests:

Givens Freedom of Information Act Request-Superintendent's Contract

Workforce Freedom of Information Act Request-Buildings and Grounds Information

Superintendent/Staff/School Report

Diversity and Inclusion Updates

Superintendent Bridges invited Dr. Rakeda Leaks, Executive Director for Diversity and Inclusion to the table to update the Board on Diversity and Inclusion in the District.

- Dr. Leaks thanked members of cabinet for their collaboration; the diversity advisory committee which is comprised of two representatives from each school including a staff person and a parent or caregiver for their constructive and candid input and feedback; the diversity advisory committee met 5 times this school year and were critical in shaping our diversity & inclusion priority areas; and especially thanked the staff, families, current and former students, and community leaders who shared their perspectives and lived experiences in 203.
- There are many reasons to celebrate district 203 including but not limited to our committed, hardworking staff; our robust offering of co-curricular activities; and rigorous academic programs.
- However, we acknowledge and are actively working to address the areas in which we have not lived up to our full potential in effectively serving ALL students.
- When we talk about ALL students, it's important to note who our students are today.
- Since 2000, our racial, ethnic, and economic diversity has continued to increase.
- Adding to this diversity, about 7% of our students are identified as English Learners and 11% of our students have an Individualized Education Plan and receive special education services. Additionally, about 1% of our students, are homeless. One percent may seem small, but that is about 150 children in our schools who are homeless.
- While our student demographic has changed over time, our certified educator demographic has not. At present, over 90% of our licensed educators are white.
- According to Linda Darling-Hammond, Stanford professor emeritus and president of the Learning Policy Institute, "Increasing teacher diversity is a very important strategy for improving learning for students of color and for closing achievement gaps. While White students also benefit by learning from teachers of color, the impact is especially significant for students of color, who have higher test scores, are more likely to graduate high school, and more likely to succeed in college when they have had teachers of color who serve as role models and support their attachment to school and learning. Students with racially diverse teachers also have fewer unexcused absences and are less likely to be chronically absent."
- We recognize this is an important priority for us in helping to close achievement gaps and to creating an environment committed to inclusion.
- Unfortunately, achievement gaps exist across race/ethnicity, economic status, English learner status and ability/disability status.

- For the purpose of this presentation, we are defining a gap as a difference in student group proficiency or percentage of students demonstrating mastery in comparison to other student groups.
- It is also important to note that the data that I will review was collected in the spring of 2018.
- Elementary and junior high school data is based on our PARCC administration and the high school data is based on our College Board SAT administration.
- Well over 95% of our students participated in these assessments across our 14 elementary schools, 5 junior high schools and 2 high schools.
- Race/ethnicity is based on parent report. Economic disadvantage is equivalent to eligibility for free or reduced lunch waiver. English learner and disability are based on eligibility for services as determined by state and federal guidelines.
- The numbers presented reflect the PERCENTAGE of students that meet or exceed proficiency as measured by the accountability assessments I mentioned earlier.
- Not unlike ELA/Literacy, you will note achievement gap differences between student groups at the district and state levels.
- The high to low proficiency rankings of Asian to white to Hispanic/Latinx to black are noted at the state and national levels.
- District 203's mathematics proficiency rates as measured by the PARCC assessment are higher than the State of Illinois across each student group but significant gaps still exist.
- Relative to our PARCC ELA/Literacy results, you will note a larger gap among the AA/Black student group compared to other student groups.
- You will note, as in other slides, the district exceeds the state of Illinois by a margin that differs by student group.
- As measured by the SAT, achievement differences are noted across student groups.
- We know that positive student outcomes, whether they are academic or socio-emotional in nature, are supported by the use of evidence based supports - meaning we address student needs using approaches that have evidence of success.
- We strive to create school environments that instill an individual and collective authentic sense of belonging and community.
- Students are exposed to both a high quality curriculum with rigorous instructional practices across all levels.
- Lastly, we value and support the development of positive parent partnerships that support student growth and development.
- These are ways in which we focus on meeting the needs of students to support their success while in school and beyond.
- In collaboration with the Diversity Advisory Committee, the District Leadership Team including principals and assistant principals, and Focus 203 feedback, we developed a diversity and inclusion statement to publicly declare a commitment to creating and sustaining diversity, inclusion and equity in our school district.
- The statement reads, "**Naperville Community Unit School District 203** appreciates, affirms, and is inclusive of the range of differences in people and ideas. Cultivating a culture of inclusion exemplifies our belief that an exemplary school district, *"values the dignity and uniqueness of each individual."* We are committed to creating an environment where diversity and inclusion is evident in who we are and what we do. We seek to identify and address inequities and all forms of discrimination and intolerance. We believe it is the responsibility of our school district to offer students a diverse set of experiences and perspectives that will better prepare them to thrive in an inclusive, global community and world."
- This statement, Board Policy 2.142, and Strategic Blueprint indicators 2.20B were used to identify diversity & inclusion priority areas to ensure alignment when identifying strategies or initiatives to address inequities.

- Our 4 Diversity & Inclusion Priority Areas include:
 1. Examine systemic inequities
 2. District-wide implicit bias training
 3. A curriculum review
 4. And examine recruitment and hiring practices
- In order to advance this work, we have identified strategic partnerships, like Indiana University's the Midwest & Plains Equity Assistance Center and Corwin's Deep Equity program, to provide additional expertise and build our capacity to achieve our desired outcomes.

Priority Area 1: Examine Systemic Inequities

- We will examine our current policies and practices to identify and eliminate institutional biases and norms through systemic, ongoing, and authentic work.
- With guidance and support of The Deep Equity program, we will work on strategic planning for equity and systemic change where needed.

Priority Area 2: District-wide Implicit Bias Training

- Implicit Bias trainings demonstrate how people make, and sometimes act on, snap judgments based on the other person's identity group, without any conscious intention. Implicit bias often operates sub-consciously. Generally, we do not even realize that we are being biased. However, unconsciously biased decisions made by educators affect student's life trajectories regardless of intent.
- As a start, we will require school building staff to complete a course titled "Cultural Competency & Racial Bias" through our Human Resources training platform, Global Compliance Network, as known as GCN. This also satisfies **Illinois HOUSE BILL 3869 Sec. 10-20.60. Implicit Bias Training that states that school boards shall require in-service training for school personnel to include training to develop cultural competency including understanding and reducing implicit racial bias.**
- Additionally, the Deep Equity program and the Midwest and Plains Equity Assistance Center will support the district in offering additional and more intensive trainings to deepen the work of personal growth toward cultural competence for teachers, certified staff, and educational leaders.

Priority Area 3: Curriculum Review

- We know that culture is central to learning. It plays a role not only in communicating and receiving information, but also in shaping the thinking process of groups and individuals. A pedagogy that acknowledges, responds to, and celebrates fundamental cultures offers full, equitable access to education for students from all cultures.
- With the support of the Midwest & Plains Equity Assistance Center, the Curriculum & Instruction team and I will work to build education leaders and teachers' capacity to make equity-focused curricular decisions and to utilize culturally responsive and sustaining instructional practices.

Priority Area 4: Examine Recruitment & Hiring Practices

- District 203's workforce, especially teachers and school leaders, are not reflective of the student population we serve. Workplace diversity lends itself to increased innovation and better results. Research has shown that historically underserved student groups (i.e.: Black boys) as well as the general student population benefit greatly from having teachers from diverse racial, ethnic, and cultural groups.
- I am working collaboratively with our Human Resources department to increase the representation of our workforce through innovative recruitment and pipeline building strategies as well as to train hiring managers including school building leaders on culturally responsive hiring practices.

- We know that Naperville 203 cannot address these issues alone. We rely on our partnerships and we rely on our community including students, staff, families, and the larger 203 community.

Questions/Comments:

Will the Implicit bias training of education leaders, include Board of Education members?

Yes, Board members will be included.

What are some of the systemic inequities that you will be looking for?

Systemic inequities could be discovered in any of the following areas however we will not really know until we do a comprehensive review, whether formal or informal of our policies, practices and procedures:

- Identification for gifted programming
- Identification for special education services
- Student discipline
- Selection and hiring practices/procedures
- Succession planning for leaders in the district
- Family engagement
- Materials, resources, activities that support instruction
- Extra-curricular programming

Educational outcomes, what are some of the positive outcomes within the community as a result of our inclusive training?

In K-12 education settings, a culture of inclusion:

- Leads to more effective problem-solving
- Challenges stereotypes
- Reduces bias
- Improves student learning outcomes.

President’s Report

President Fitzgerald recently attended a LEND meeting:

A couple of pieces of legislation that might be of interest were discussed. There was conversation of cuts to K-12 budgets in Tier3 and Tier4 schools. These conversations are really maneuvering to look at revenue. Legislators we spoke with said it was pressure being applied to suburban reps to support revenue votes. The PE bill will possibly be reintroduced to go back to 150 minutes’ framework.

The Board was reminded that June 4, 2019, is the Annual self-evaluation. In preparation for that, we will need to review our Board Agreements.

Reminded all that Team NEF runner sign up will be closing on May 30, 2019.

Board of Education Report

Vice President Wandke reminded the Board members to let her know their wishes for School and committee assignments.

Discussion without Action

2019-2020 Budget Workshop

Superintendent Bridges reviewed the budget timeline:

May 6 the tentative budget was presented, May 15-Citizen’s Finance Advisory Committee reviewed the tentative budget, and on May 17 the tentative Budget was put on display.

June 3-another workshop at the Board meeting will be conducted. The next step will be on June 17, Public Hearing and action to adopt the 2019-2020 budget.

Superintendent Bridges reviewed the May 15 CFA Committee meeting:

- Budget well received, community applauded the efforts with the abatement
- In general, felt the District is in a good position

Board of Education has been asking some very direct and some broad questions.

These questions are included in Boarddocs.

President Fitzgerald noted that the CFA was a great meeting. Chief Financial Officer/CSBO Michael Frances did a nice job in his presentation. Thought they were pleased and that the budget was reflective of a lot of effort. It was a good balance of providing what our students need and honoring the requests of the community to keep taxes down. Fitzgerald agreed with Superintendent Bridges that we are in a good place.

Questions/Comments:

Will the questions be answered over time?

Yes.

Thank you for posting this and the transparency.

Discussion with Action

Establish Hourly Rates of Pay

Superintendent Bridges noted that this is an annual review. On May 6 these rates were presented to the Board. We will continue to look at training of substitutes. We historically train substitutes and will continue to look at adding training, safety and security and implicit bias as examples. Will look in the future at rates that differentiate between training of substitutes.

Questions/Comments:

Are these increases in the budget?

The substitute costs are in the budget for next year. Any changes will be covered by the budget.

Donna Wandke made a motion to approve the 2019-2020 rates of pay as presented. Kristine Gericke seconded. Those voting yes: Wandke, Yang Rohr, Gericke, Leong, Kozminski and Fitzgerald. Those voting no: None. Motion carried.

2019-2020 Board Meeting Calendar

Superintendent Bridges went thru the dates and any changes. The July meeting was moved back to the third Monday and we will at this time hold to one meeting in November. This calendar was first presented to the Board on May 6, 2019. Administration is recommending that the Board approve the calendar as presented.

Questions/Comments:

None

Kristine Gericke made a motion to approve the Board Meeting Calendar as presented. Janet Yang Rohr seconded. Those voting yes: Fitzgerald, Wandke, Gericke, Yang Rohr, Leong and Kozminski. Those voting no: None. Motion carried.

Old Business

None

New Business

None

Upcoming Events

Superintendent Bridges honored retiring NUEA President Mark Bailey. This is his final Board of Education meeting. On behalf of the Administration and the Board of Education, thank you and we wish you the best.

Memorial Day on May 27 and the last day of school is May 31.

Adjournment

Donna Wandke moved seconded by Paul Leong to adjourn the meeting at 8:15 p.m. A voice vote was taken and the motion carried unanimously.

Approved: June 17, 2019

Kristin Fitzgerald, President, Board
of Education

Susan Patton, Secretary, Board of
Education