
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.
December 16 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: Charles Cush, Kristin Fitzgerald, Kristine Gericke, Joe Kozminski, Janet Yang Rohr, Paul Leong and Donna Wandke.

Administrators present were:

Dan Bridges, Superintendent,

Bob Ross, Chief Human Resources Officer,

Michael Frances Chief Financial Officer/CSBO,

Nancy Voise, Assistant Superintendent for Secondary Education

Closed Session

Donna Wandke moved, seconded by Janet Yang Rohr to go into Closed Session at 6:00 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. 11/18/2019, 12/02/2019.
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)(8) Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonable potential danger to the safety of employees, students, staff, the public, or public property.
4. Pursuant to 5 ILCS 120/2 (c)(9) Student Disciplinary Cases.

Meeting Opening

Charles Cush made a motion, seconded by Joe Kozminski to return to Open Session at 7:04pm. 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, Charles Cush, Paul Leong, Joe Kozminski, Kristine Gericke and Janet Yang Rohr.

Student Ambassadors present: Claire Yu, NCHS and Anna Snyder, NNHS.

Administrators present: Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Elementary Education, Christine Igoe, Assistant Superintendent for Student Services, Rakeda Leaks, Executive Director of Inclusion and Diversity, Sinikka Mondini, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, Nancy Voise, Assistant Superintendent for Secondary Education, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

Pledge of Allegiance-River Woods

Gina Baumgartner, Principal of River Woods Elementary School introduced the following students who will lead the Pledge of Allegiance: Zoya Adnan, Mia Madrid, Annika Madrid, Linnea Madrid, Landon Poulouse, Olivia Poulouse, Christian Poulouse, Jane Schade, Nate Schade, Annabel Stoor, Daniel Storr.

Good News

Mission Maker

Superintendent Bridges introduced Brandon Blitek, Kingsley Elementary School. Brandon was nominated by Principal Erin Marker for being a community contributor. Mrs. Marker said that Brandon raised money for NEF by clearing neighbor's leaves. Brandon also participated in the Naperville 5k with his Mom.

Public Comment

Ken Pisano-Bus Safety

Mr. Pisano is concerned about bus safety as his son was involved in a way too close situation. An additional bus approached the bus that his son was on and it appeared that the bus didn't stop at the stop arm. Mr. Pisano was unsatisfied with the response from the transportation. Mr. Pisano has filed a Freedom of Information Act request to view the bus video. At this time, the FOIA has been extended and hopeful that the FOIA will be honored.

Monthly Reports

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

Action by Consent:

1. **Bills and Claims** from Warrant #1021347 thru Warrant #1021913 totaling \$19,851,729.18 for the period of November 19, 2019 to December 16, 2019.
2. **Adoption of Personnel Report**

| | EFFECTIVE DATE | LOCATION | POSITION |
|---|-----------------------------------|------------------|------------------------|
| RESIGNATION-CERTIFIED | | | |
| Sharon Schlenker | 16-Dec-19 | Elmwood/Beebe | Art |
| APPOINTMENT-CERTIFIED FULL-TIME | | | |
| Anna Kuzdraj | 2/10/2020-5/22/20 | Scott | School Psychologist |
| REVISED CONTRACT-CERTIFIED PART-TIME | | | |
| Timothy Banas | 12-Aug-19 | NCHS | Science (50%) |
| Janet Taylor | 12-Aug-19 | NNHS | Art (60%) |
| LEAVE OF ABSENCE-CERTIFIED | | | |
| Naseem Ghouse | 50% LOA 12/3/19 – approx. 1/31/20 | Scott Elementary | Learning Support Coach |

| | | | |
|--|---------------------|------------------|-----------------------------|
| EXTEND LEAVE OF ABSENCE-CERTIFIED | | | |
| Megan Carr | 2020-21 School Year | Prairie | 1st Grade |
| RETIREMENT-CLASSIFIED | | | |
| Kathy Blumenthal | 1/6/2020 | Connections | Special Education Assistant |
| RESIGNATION-CLASSIFIED | | | |
| Gail Brockmann | 1/7/2020 | Madison | Special Education Assistant |
| Claudia Czekaj | 11/25/2019 | Transportation | Bus Driver |
| Pelin Senol | 12/13/2019 | Elmwood | Special Education Assistant |
| EMPLOYMENT-CLASSIFIED FULL-TIME | | | |
| Sharon Van Duerm | 12/9/2019 | River Woods | Special Education Assistant |
| Obed Fernandez | 12/16/2019 | Jefferson | Senior Secretary |
| William Gendel | 11/26/2019 | Transportation | Bus Driver |
| Edward Ivancich | 12/10/2019 | Transportation | Bus Driver |
| Kelly Panek | 12/16/2019 | Scott | Special Education Assistant |
| Colleen Paveleck | 12/9/2019 | Meadow Glens | Special Education Assistant |
| Kelly Trieu | 12/9/2019 | Naperville North | Financial Secretary |
| Uzma Zaidi | 12/9/2019 | Naperville North | Special Education Assistant |
| Glendaly Swartz | 12/30/2019 | PSAC | Payroll Coordinator |
| LEAVE OF ABSENCE-CLASSIFIED | | | |
| Serena Philippian | 1/1/20 – 5/18/20 | ARECC | Special Ed Assistant |

3. Minutes 11/18/2019, 12/02/2019

4. Student Discipline

Donna Wandke made a motion to approve the Consent Agenda as presented, seconded by Kristine Gericke. Those voting yes: Gericke, Kozminski, Leong, Wandke, Yang Rohr, Fitzgerald and Cush. No: None.

Written Communications

Freedom of Information Requests:

- Hamilton FOIA-Dual Language Procedures
- Hello College FOIA-Directory Information
- School Attendance Zone FOIA-Boundary Information
- Romano FOIA-Food Service contract
- Rohlwing FOIA-Individual Learning Plan RFP Information

Student Ambassador Reports

Anna Snyder-NNHS

SOCIAL

Last week the Learning Commons hosted a Relaxation Station to calm everyone down as they prepare for the end of the Semester including therapy dogs and Cocoa and Cram.

ARTS/CLUBS

Dance Team hosted a competition two weekends ago and they placed 4th at it!

Huskie Robotics is helping out with the Sit With Me campaign to encourage more individuals to get involved with STEM.

Last week Orchestra, Band, and Choir had holiday concerts.

The CEC Club Hosted a Christmas party this past weekend.

NNHS Esports Team is getting the opportunity to compete at Nationals in California.

ATHLETICS

Our Girls' Cross Country team placed 12th in Nationals

Girls Basketball won their crosstown game against Naperville Central!!

Girl's Gymnastics placed 3rd at their invite this past weekend and had their Senior Night last week.

Claire Yu-NCHS

Saturday, December 14th - Tournament of Roses, Speech Competition, 21 schools from Illinois, 700 entries (500-600 kids), starts at 8 AM and awards start at 4:30 PM

Wednesday, December 18th - 8th grade parent night in the auditorium from 7 to 8 pm. Helps with the transition from middle school to high school.

December 18th-20th - Final Exams, and after that, Winter Break! School gets out at 1:05 PM.

Superintendent/Staff/School Report

Superintendent Bridges invited Sue Salness, Principal of Mill Street Elementary School to give the School Improvement Plan report.

- At Mill Street we have worked for the past three years to secure a sense of collective efficacy and courage amongst our staff.
- We have approximately 645 children who we serve each day. Mill Street is a designated Title 1 school. We are also a dual language site and the home of one of the district's two Structured Learning Programs.
- In addition to celebrating our great diversity we are also proud of our Exemplary status for a second year as determined by ISBE.
- Three of our staff members, Jessica Golz, Heidi Nelson and Beth Simpkin, were chosen as members of district 203's all Star Team in the categories of teacher of the year, young educator of the year and support staff member of the year, representing Mill Street and District 203 at the State Those Who Excel awards.
- We also celebrate our extracurricular and Title 1 programming which provide opportunities for students to extend and develop their social emotional and critical thinking skills.
- Our First Lego League targeted 4th and 5th grade students within our gap populations and those in our gifted and talented programs.
- Our after school program targets 2nd and 3rd grade students who are on the cusps of meeting ELA standards- working on curriculum specifically designed by our reading specialists to address comprehension and fluency gaps.

- Our School improvement plan continues to drive our professional learning and building initiatives and is the lens through which all decisions are filtered.
- Our three goal areas represent improved achievement in ELA, Math and Social Emotional Learning. As we met both our ELA and Math goals of 68% Meets and Exceeds in 2019, 2021 benchmarks for success represent an increase of 4 percentage points towards overall achievement, moving us from 56% meet and exceeds in both content areas three years ago, to 74% by the end of next year.
- Our SEL measure of success includes 5 Essential Survey data which also showed great improvement from years past.
- We are extremely proud of the performance of our subgroups over the past three years- As an identified gap school, we have worked to increase growth and achievement for all students but have paid particular attention to improvement for our Latinx, Black/ African American, Economically Disadvantaged, Children with Disabilities and English Learner sub groups. We have experienced a dramatic increase for our African American and Latinx sub groups. Our Asian rates, while extremely high, are variable, and could be contributed to this sub groups' significantly higher mobility rates than the district average.
- Some of our subgroups have demonstrated even greater increases over the past three years - Our English Learner subgroup has more than quadrupled their achievement rate as has our Children with Disabilities sub group despite having identified a significant number of students with IEPs in the past three years. We attribute this subgroups' success to our focus on direct instruction tied to core content and our LBS team's work as coteachers and coplanners in the general education classrooms. Both of these sub groups, as well as our Black/African American sub group are outperforming peers across the district.
- Many factors have contributed to this level of success. First and foremost, having the right people doing the right work - Mill Street was provided additional staffing by the Board three years ago to support our efforts in closing achievement gaps. That support has been instrumental in our success and has allowed us to sustain and increase gains over time.
- Mill Street also has a specific and rigorous PLC process focused on ensuring all students master essential standards along with our continual focus on social emotional learning and responses to students in crises as well as our commitment to ongoing professional learning tied to our three SIP goals
- Our partnerships with our community and outside agencies bring innovative learning opportunities and support to our students
- Our PLC process continues to evolve, however our focus on the implementation of a data driven teaching and assessment cycle remains constant. This year our work in PLCs has focused on Tier 1 instructional planning.
- Additionally, we have redefined and implemented best practice for all levels of instructional planning ensuring that grade level as well as individual teacher data is analyzed and drives decisions in unit planning and individual lesson planning.
- A large portion of our professional learning and building initiatives focus on social emotional development.
- We are proud to see an improvement in our culture and climate as measured by the 5 Essentials Survey.
- All members of our staff are certified in de-escalation techniques and follow a restorative justice model; supporting students in resolving conflict and reshaping behaviors.
- Another key to our progress is our commitment to providing relevant content focused Professional Learning. Our teachers have embraced learning in the form of book studies focused on best practice, increased rigor for all students, and Culturally Responsive Practices.
- They have engaged in learning and implementing high impact strategies related to math, ELA and behavior intervention.

- Coteaching has now become an embedded practice in our building and the staff will soon be participating in classroom walkthroughs as another means of recognizing and learning from one another.
- Lastly, our partnerships have played a major role in our success as we continue to strive to strengthen bonds with all stakeholders within our community.
- One of our building initiatives this year is to reach out and meet our students and families in their spaces in order to build trust and knowledge about all factions of our population. We began our year with a staff trip to The Views Apartment complex, reconnecting students, families and staff prior to the start of school. We will continue to visit various neighborhoods as we work to build school and family connections.
- Other community partnerships include our Watch Dog and Police Buddy Reader programs, our therapy dog program which will begin in January, and our Mill Street Cares food donation program in which we partner with our SFCP and local churches to provide food items and grocery gift cards to families during breaks from school.
- We are also partnering with community businesses such as Recycle by Design and Mayneland Farms as we work to open our new outdoor learning spaces this spring.
- Looking ahead an area we will continue to work to improve, is achievement for our English Learner and Dual Language students.
- On the horizon for Mill Street is our Mill Street Grows initiative in which we have partnered with our Home and School to bring three unique outdoor learning spaces to life this spring and next fall.

Board Questions/Comments:

President Fitzgerald thanked Mrs. Salness for the report. She also recognized staff and parents who attended the meeting to offer their support.

Mrs. Salness what thanked again for her excellent report. Lots of great things happening. Love the accountability culture you have with your staff.

How are you spreading those principles out to the community?

Mill Street staff are doing that is a number of ways:

- Visiting in their environment and inviting them to partnering with us.
- Working to get all families involved and volunteering.
- Lots of parents and community members partnering with us on the outdoor learning spaces.

Can you talk to us about braving, rumbling and embracing the mess?

Guided by Brene' Brown. Teachers wear many hats which causes them to be brave and the rumbling is having those courageous conversations and holding each other accountable. Embracing the mess is what we are working hard to do as teachers.

What are the coaching cycles?

Three coaches who work with teachers and are available every day. Teachers can sign up for coaching opportunities, they also coplan with the coaches. The coaches also offer support in the classroom by modeling or coteaching. Cycles can revolve around a teacher's personal goals or our SIP goals. It has moved our practice forward more than any other initiative.

It is thrilling to see your data; we are all thrilled to see the progress. It is changing students' lives. It seems you do have the right people doing the right work.

Really appreciative of the resources that have been provided to us. We are working hard to be sure we are always using best practices and making sure we are addressing the whole student.

Can you talk about the benefits of practice and partnerships are helping?

Making sure we address the whole child; academic and social emotional needs. Training to staff has been very important. Giving equal access to all students is what we are working towards.

President's Report

President Fitzgerald updates her colleagues on a meeting with other Board of Education presidents and IASB. Presidents from Districts 200, 204, 203 and Elmhurst met with IASB. There were several topics that were discussed and they received positive responses.

Had positive responses.

- Talked about dues and the request that they be calculated by a formula similar to the one used by LEND. Expect some modifications going forward.
- Talked about Professional Education-looking for more in depth at board governance in the areas of equity, finance, goals and expectations and policy.
- Delegate assembly-our concern of the way the resolution committee is set up-there are numerous smaller districts represented and very few larger districts. They had not seen the data. The makeup is constitutionally set so they will have to look at it through a variety of lenses.
- Professional services-when they are a vendor or association-that they are representing all districts whether or not they choose their services.

Plan is to hear back in a couple of months and to potentially involve additional boards in the process. We all expressed appreciation of Professional Learning with Triple I in particular.

Board of Education Reports

None.

Discussion without Action Capital Improvement Plan

Superintendent Bridges invited Patrick Dolan, Director of Buildings and Grounds and Michael Frances, Chief Financial Officer/CSBO to present recommendations for the 2020-2021 school year with a preview and look forward for two years out. We will be looking for approval at a later meeting for projects planned for the 2020-2021 school year.

Mr. Dolan presented the five-year Capital Improvement Plan that is reviewed annually.

He presented a review of completed 2019-2020 projects as well as the proposed projects/upgrades for 2020-2021 and tentative projects/upgrades thru 2025 understanding that there are times that we have to deviate from the plan.

Approving the FY2020-2021 CIP is only the first step in putting the plan into action. With this approval, Administration can begin to have the projects designed and prepared for bidding. The Board will approve the bid contracts associated with the CIP just as they would under any other bidding circumstance.

Board Questions/Comments:

Board thanked Mr. Dolan for his report and the completion of projects under budget.

Can you talk about the partnership with the Naperville Park District in regards to playground improvements at some elementary schools?

Mr. Dolan reported that this is a long standing program that we have with most of our schools and the Park District. This is part of the Intergovernmental Agreement. The Park District will typically cover about half of the costs. This partnership allows us to do some really nice things with playgrounds as well as correct some issues, for example, drainage that might have been cost prohibitive without the partnership.

Do students have any input into any playground upgrades?

Mr. Chuck Freundt, Assistant Superintendent for Elementary Education noted that Principals typically pull together a committee of Parents, students and staff to look at other playgrounds and parks to gather ideas.

Are there any long term plans for “greening” up our facilities?

Yes. Almost all of our planning looks at energy efficiencies. We are looking at making sure we have the right size equipment to maintain comfort. We are looking at maintaining indoor air quality by working to use green cleaning products as much as possible. We are working with our waste management company to ensure that we maintain high standards in recycling. We are using recycled products as much as possible.

Do we need to create a new Comprehensive Facilities Assessment sooner rather than later?

We will give it some consideration. It is an ongoing process.

Discussion with Action

2019 Tax Levy Determination

Superintendent Bridges reminded the Board that every year the district sets a tax levy that provides the District with 85% of the District’s revenue. We have been following all the requirements of the Truth in Taxation Law, the School Code and Property Tax Code and the Property Tax Extension Limits Law requires. Administration recommends that the Board approve the Tax Levy as presented and as has been discussed at the November 18, 2019 and December 2, 2019 Board of Education meetings.

Will discuss any abatements in March.

Board Questions/Comments:

In the previous presentation, the EAV was being modeled at 1% and there was continuing discussion on those values. Can you tell us where those values came in?

Looks like the EAV will be closer to the original amount, 3%, maybe not that high but it doesn’t change the levy request or any dollars that the district will collect. It could lower the tax rate a few cents.

Janet Yang Rohr made a motion to approve the 2019 Tax Levy Determination as presented. Kristine Gericke seconded. Those voting yes: Yang Rohr, Cush, Fitzgerald, Leong, Kozminski, Wandke and Gericke. Those voting no: None. Motion carried.

Designate Individual(s) to Prepare the Budget

Superintendent Bridges noted that IL Law requires a person or persons be designated to prepare the budget. Administration recommends Chief Financial Officer/CSBO Michael Frances be designated to prepare the budget, Superintendent Bridges will update the budget calendar to reflect the Capital Improvement discussion.

Charles Cush made a motion to Designate Michael Frances to prepare the budget, Joe Kozminski seconded. Those voting yes: Yang Rohr, Cush, Fitzgerald, Wandke, Kozminski, Leong and Gericke. Those voting no: None. Motion carried.

School Improvement Plans

Superintendent Bridges noted that Dr. Patrick Nolten, Assistant Superintendent for Assessment and Accountability, presented at the last meeting all the School Improvement Plans and well as each schools Action Plan. They have been included in Boarddocs for your review. The focus on the Board should be on the School Improvement Plans final documents. Tonight the recommendation is that the Board approve the School Improvement Plans.

Board Questions/Comments:

We commend staff for the development of these plans. We appreciate that the schools are always aiming high.

Thank you to the teams for this intensive effort.

Donna Wandke made a motion to approve the School Improvement Plans as presented, Kristine Gericke seconded. Those voting yes: Fitzgerald, Kozminski, Gericke, Cush, Leong, Yang Rohr and Wandke. Those voting no: None. Motion carried.

Summer School 2020

Superintendent Bridges noted that there was a request for additional data. He requested that the Board not take action until we bring it back on January 6, 2020.

Policy 7:270 Administering Medicines to Children

Superintendent bridges noted that Policy 7:270 was first read at the December 2, 2019 meeting. Administration recommends you approve as presented.

Board Questions/Comments: None

Janet Yang Rohr made a motion to approve Policy 7:270, Administering Medicines to Children, as presented, Charles Cush seconded. Those voting yes: Wandke, Leong, Yang Rohr, Fitzgerald, Kozminski, Gericke and Cush. Those voting no: None. Motion carried.

Policy 7:190 Student Behavior

Superintendent Bridges noted that this is the first of two times that we will look at this policy. He noted that while the content is correct, the numbering is incorrect and will be corrected prior to posting.

Board Questions/Comments:

The Board is glad that we will take a more extensive look at this policy in the Spring.

Donna Wandke made a motion to approve Policy 7:190, Student Behavior, with noted numbering corrections, Joe Kozminski seconded. Those voting yes: Cush, Leong, Fitzgerald, Kozminski, Gericke, Wandke and Yang Rohr. Those voting no: None. Motion carried.

Consideration of Board of Education Expenses

Superintendent Bridges reported that Board of Education Policy 2:125 requires all Board member expenses for travel, meals, and/or lodging be approved by roll call vote at an open meeting of the Board. We have some of the expenses from the Triple I conference held on November 22-24, 2019 with additional expenses brought January 6, 2020.

Board Questions/Comments:

Board President Fitzgerald reiterated that this provides a valuable learning experience for Board members.

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

Old Business

None

New Business

None

Upcoming Events

- Superintendent Bridges noted that Winter Break will be December 23, 2019 -January 3, 2020. He wished everyone pleasant times with family and friends.
- The next Board of Education meeting will be January 6, 2020.

- Students will return to class on January 7, 2020.
- The second meeting in January will be on Tuesday, January 21, 2020.

Adjournment

Joe Kozminski moved to adjourn the meeting at 8:18pm seconded by Kristine Gericke. A voice vote was taken and the motion carried unanimously.

Approved: January 21, 2020

Kristin Fitzgerald, President, Board of
Education

Susan Patton, Secretary, Board of
Education