

;

MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT District Administration Center, 203 West Hillside Road, Naperville, IL 60540
July 15, 2024 AT 7:00 P.M., CLOSED SESSION 6:30 p.m.

Call to order

President Kristine Gericke called the meeting to order at 6:30 p.m. Board members present: Kristine Gericke, Kristin Fitzgerald, Charles Cush, Joe Kozminski, Melissa Kelley Black, Donna Wandke, and Amanda McMillen (via phone beginning at 6:35pm; arrived in person at 6:44pm).

Administrators present were:

Dan Bridges, Superintendent,
Mark Cohen, Deputy Superintendent/High Schools,
Meredith Haugens, Assistant Superintendent for Human Resources,
Michael Frances, Chief Financial Officer

Closed Session

Charles Cush moved, seconded by Donna Wandke to go into Closed Session at 6:30 p.m. for consideration of:

1. Pursuant to 5 ILCS 120/2(c)(21) Discussion of minutes lawfully closed under the Open Meetings Act, whether for purposes of school board approval of the minutes or semi-annual review of the minutes as mandated by the Act. 06/17/2024.
2. Pursuant to 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel, including hearing testimony on a complaint lodged against an employee or legal counsel to determine its validity.
3. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the school board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.
4. Pursuant to 5 ILCS 120/2 (c)(11) Litigation, when an action against, affecting or on behalf of the school board has been filed and is pending before a court or administrative tribunal or when the school board finds an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

Those voting yes: Cush, Gericke, Fitzgerald, Kelley Black, Kozminski, and Wandke. Those voting no: None. The motion carried.

The Board of Education entered closed session at 6:32 p.m.

Meeting Opening

Charles Cush made a motion, Donna Wandke seconded by to return to Open Session at 7:12pm. A roll call vote was taken. Those voting yes: Cush, McMillen, Kelley Black, Fitzgerald, Kozminski, Gericke, and Wandke. Those voting no: None. The motion carried

Welcome and Mission

Kristine Gericke welcomed all and read Naperville Community Unit School District 203's Mission Statement.

Roll Call

Board members present: Kristine Gericke, Kristin Fitzgerald, Charles Cush, Melissa Kelley Black, Joe Kozminski, Amanda McMillen and Donna Wandke.

Student Ambassadors present: None.

Administrators present: Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Administrative Services, Mark Cohen, Deputy Superintendent/High Schools, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Leadership and School Services, Meredith Haugens, Assistant Superintendent for Human Resources, Rakeda Leaks, Executive Director for Diversity, Equity, Inclusion and Belonging, Katie Matthews, Assistant Superintendent for Elementary Education, Melissa McHenry, Assistant Superintendent for Student Services, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Strategy and Engagement.

Pledge of Allegiance:

Led by the Board of Education.

Good News

The Business Bootcamp at Kennedy Jr. High School has successfully launched five new lemonade and snack stands as part of our Summer Learning program! These stands feature innovative business models, enthusiastic employees, and a range of delicious products, including the popular "Llamanade."

From June 3rd to 10th, 21 Naperville North students, led by Cyndi Wood, Stephanie Sullivan, and Jennifer Weigand, embarked on a transformative trip to Costa Rica. They collaborated with NGOs on education, healthcare, women's economic advancement, and environmental conservation projects, including reforestation, oceanographic studies, and sustainable fishing. A highlight was meeting a "Blue Zone" family on the Nicoya Peninsula. This trip enriched our students with cross-cultural connections, leadership skills, and insights into running successful organizations.

We are proud to announce that Naperville Central 2008 graduate Casey Krueger has officially earned a spot on the 2024 U.S. Women's Soccer National Team for the Paris Olympics. This marks her second consecutive appearance for Team USA, following her bronze medal win at the 2021 Tokyo Olympics. Congratulations to our former Redhawk star!

Public Comments

President Gericke gave the parameters for public Comments.

Tiauna King-LBS Elmwood, Announced her resignation from the District. Equity Warrior. It is a journey not a destination. Has advocated for her students and her staff. Wanted to be a voice and advocate. Has suffered microaggressions, discrimination. Work environment has been detrimental to her mental health. District needs to deeply explore ways to make it better for all. Hope there will be changes this school year.

President Gericke reminded the Board and Community that because questions raised during Public Comment address District Operational matters the board has designated our Superintendent as the spokesperson for the District. As our designate to respond to Public Comment, he will apprise the Board accordingly.

Monthly Reports

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

Board Questions/Comments:

None.

Action by Consent:

President Gericke reminded the Board and Community of the board agreements. She noted that it is each Board member's responsibility to prepare for each meeting and to effectively express our concerns either to the Superintendent or the Board President in a timely manner. Board members have also agreed that avoiding surprises is paramount in displaying respect to all District Administration. The Board has tasked itself to send questions in advance of each meeting to the Superintendent to allow the provision of the best possible response for the community. It also allows for efficiency during the community's meeting. Those same questions as well as new ones may be asked in Open Session. For transparency, please note if any questions were asked earlier. Mr. Bridges did you receive questions from Board members? Superintendent Bridges responded that he received questions from all seven Board members.

Mrs. Patton confirmed that emails with a link for the Board agenda were sent and delivery confirmed at 3:31 pm, Thursday, July 11, 2024.

1. **Bills and Claims** from WARRANT NO. 1060404 THRU WARRANT NO. 9000000080 TOTALING \$26,015,285.14 FOR THE PERIOD OF JUNE 18, 2024 TO JULY 15, 2024.

A Board member added that the Board should approve from first check to last check instead of all inclusive.

2. Adoption of Personnel Report

| | Effective Date | Location | Position |
|----------------------------------------|----------------|-------------|--------------------------------------|
| APPOINTMENT-ADMINISTRATION | | | |
| Greg Hodges | 7/16/2024 | NNHS | Interim Assistant Principal |
| Kathleen Jones | 8/5/2024 | River Woods | Assistant Principal |
| Robin North | 8/5/2024 | NNHS | Dean of Interventions |
| RESIGNATION-CERTIFIED | | | |
| Christina Park | 8/11/2024 | Ranch View | 3rd Grade Teacher |
| Emily Campos | 8/11/2024 | Lincoln JHS | Learning Behavior Specialist |
| APPOINTMENT-CERTIFIED FULL-TIME | | | |
| Catherine Baskin | 8/12/2024 | Scott | 4th Grade Teacher |
| Megan Drake | 08/12/2024 | Scott | Learning Support Coach- 1st Sem only |
| Katherine Ilagan | 8/12/2024 | Riverwoods | Music Teacher |
| Amber Miles | 8/12/2024 | NNHS | FACS Teacher 1st Sem only |

| | | | |
|----------------------------------------|-----------|--------------------|-----------------------------------|
| Juliana Lobraco | 8/12/2024 | NCHS | Math Teacher |
| John Gonzalez | 8/12/2024 | NNHS | Band Director |
| Oksana Sevic | 8/12/2024 | WJHS and MJHS | French Teacher |
| Jennifer Gawla | 8/12/2024 | PSAC | 504 Coordinator Jr Highs |
| Bridget McCracken | 8/12/2024 | ARECC/ Connections | Speech Language Pathologist |
| Kyle Hack | 8/12/2024 | Kingsley | School Psychologist |
| APPOINTMENT-CERTIFIED PART-TIME | | | |
| Alexis Hilgert | 8/12/2024 | NNHS | PE Teacher |
| Elaine Jackson | 8/12/2024 | JJHS and WJHS | Art Teacher |
| Keri Close | 8/12/2024 | Ellsworth | Learning Behavior Specialist |
| RETIREMENT-CLASSIFIED | | | |
| Mary Berrafato | 10/4/2024 | JJHS | Executive Secretary |
| Sulejman Rizvanovic | 1/7/2025 | Transportation | Bus Driver |
| RESIGNATION-CLASSIFIED | | | |
| Kelly Carlstrom | 5/23/2024 | Ranch View | Instructional Assistant |
| Elizabeth Nielsen | 6/18/2024 | Ellsworth | LRC Assistant |
| Olivia Sanders | 6/23/2024 | Prairie | Behavior Support Paraprofessional |
| Lindsey Howard | 8/13/2024 | ARECC | Special Education Assistant |
| Angelica Loucado | 7/1/2024 | Meadow Glens | Custodian 2nd/1st |
| Eveline Wei | 8/13/2024 | Elmwood | Special Education Assistant |
| Tariro Makiwa | 7/21/2024 | PSAC | Senior Administrative Secretary |
| Jennifer Dodson | 8/13/2024 | Meadow Glens | Special Education Assistant |
| EMPLOYMENT-NON-UNION CLASSIFIED | | | |
| Abbie Holba | 7/29/2024 | PSAC | HR Generalist |
| EMPLOYMENT-CLASSIFIED FULL-TIME | | | |
| Flor Piedras | 8/14/2024 | River Woods | Dual Language Assistant |
| Rita Woker | 8/14/2024 | Highlands | Instructional Assistant |
| Tripti Singhal | 8/14/2024 | River Woods | Special Education Assistant |
| Yelina Yopez | 8/14/2024 | Kingsley | Special Education Assistant |
| Heather Bezanis | 8/14/2024 | Kingsley | Special Education Assistant |
| Eric Richter | 7/29/2024 | NNHS | Groundskeeper |
| EMPLOYMENT-CLASSIFIED PART-TIME | | | |
| Kavitha Arcot | 8/15/2024 | KJHS | Clerical Assistant |

3. Board Meeting Minutes: 06/17/2024

A Board member noted that there is no consistency on the minutes, some are 15 pages like from last meeting, there is a lot of information from presentations. The minutes are to stand as a record and not verbatim. The CLIC notes were not detailed. Closed meeting minutes are so

brief. Can we bring up with discussion without action to discuss the format of the meeting minutes.

4. Closed Session Minutes: 06/17/2024

A Board member noted we need to protect staff so I understand they need to be brief. New Board members miss pieces of the puzzle. Pretty significant issues are discussed. Attach all documents to the minutes. Need to evaluate if these are best practices.

Donna Wandke made a motion to approve the Open Session Minutes and Closed Session Minutes dated 06/17/2024 as presented seconded by Joe Kozminski. Those voting yes: Kozminski, McMillen, Wandke, Gericke, Fitzgerald, and Cush. No: Kelley Black. The motion carried.

5. LUDA Annual Dues 2024-2025

6. LEND Annual Dues 2024-2025

For the community, can you tell us what LEND does?

Superintendent Bridges noted that LEND (Legislative Education Network of DuPage) advocates on behalf of schools in DuPage County. Board Vice President Fitzgerald serves as a Co-Chair on the Board. The Board is made up of either the Superintendent or Business official from each district. They do legislative advocacy on behalf of the school districts and monitor legislation. Host educational series. **This is the only group besides IASB that includes Board members on the Executive Board. Executive team includes all district types in DuPage County. Adds depth. LEND works to augment advocacy at the Federal level.**

Thank you for your service and Ms. McMillen for your upcoming service. Would like to make a request for reports on any lobbying done on behalf of the community.

The Board member assigned has reported during the Board member updates and I will continue to do that.

Would be nice to have a rotation for these committees.

President Gericke noted that we do rotate annually. I sent the question about what LEND is and it was not that we don't understand it was a clarification on which one does what.

I understand that we rotate, I am requesting to attend a LEND meeting.

We would have to look into if that is allowed by LEND.

Charles Cush made a motion to approve the LEND Annual Dues for 2024-2025 as presented seconded by Joe Kozminski. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, Wandke, McMillen, and Kelley Black. No: None. The motion carried.

7. Retain/Release Closed Session Minutes as Discussed in Closed Session

How does a Board member add a topic for discussion on the agenda?

President Gericke responded ask leadership.

Would like to add a discussion topic to revamp the Closed Door minutes so they are more detailed. Addressing this issue would help Board members have all the information.

Does not mean it will be on the agenda the next time.

I understand that we have fluctuations and am open to what we can discuss to address this issue. I have asked for other items that have not been added.

Are you talking about the structure of both open and closed meeting minutes?

Yes.

I would like to see it also on the agenda.

This discussion looks to be for Closed Session. We would need to get counsel. How much can we discuss where. Susan attends training on minutes each year at Triple I.

I would like to understand best practice and if we have access to closed minutes from 15 years ago.

It does include that.

Superintendent Bridges asked if I may...

We can't discuss the Closed minutes but we can discuss the format in open session.

Superintendent Bridges asked to be allowed to get some background information so we can have a discussion.

Donna Wandke made a motion to approve the Retain/Release Closed Session Minutes as discussed in Closed Session as presented seconded by Joe Kozminski. Those voting yes: Cush, McMillen, Kozminski, Fitzgerald, Wandke, and Gericke. No: Kelley Black. The motion carried.

Donna Wandke made a motion to approve WARRANT NO. 1060404 THRU WARRANT NO. 9000000080 TOTALING \$26,015,285.14 FOR THE PERIOD OF JUNE 18, 2024 TO JULY 15, 2024. with exception of 7.03, 7.04, 7.06, and 7.07 on the Consent Agenda seconded by Charles Cush. Those voting yes: Kozminski, Cush, Wandke, McMillen, Fitzgerald, Kelley Black, and Gericke. No: None. The motion carried.

Communications

Written Communications

Freedom of Information Requests:

Yeary Freedom of Information Act Request-School Resource Officer Information

Curry Freedom of Information Act Request- Business Office Information

Superintendent Bridges

No report.

Academic Update

Superintendent Bridge introduced Assistant Superintendent Patrick Nolten to present the academic update. These are different measures than will be discussed in November.

Dr. Nolten shared the objectives of his report to be:

- Review district level results of NWEA MAP Growth Assessment by grade level and socio-demographic groups across academic years;
- Review preliminary district level College Board SAT performance and benchmark attainment by race-ethnicity; and
- Understand shift in high school accountability assessment in SY25.

In summary he shared,

- Typical level of student achievement corresponds approximately to the 75th national percentile rank across core academic areas;
- Percentage of students meeting or exceeding growth targets ranges from 50 to 65;
- Achievement gaps as measured by multiple assessments demonstrate differences between groups; and
- Accountability data release in November will support our understanding of gap closing progress on multiple measures.

Board Comments/Questions:

Thank you.

Thank you for your presentation. Interesting detail. Median Math by grade.

Pi+ not included in 7th and PI+ and Honors are not included in grade 8 therefore making their scores a bit lower, did I hear that correctly?

Dr. Nolten stated it is uninterestingly high achieving. Rare that they don't appear below the 80th percentile. We see 8th graders become disinterested as they get closer to High School.

So, they take a different assessment in seventh and eighth grade?

Dr. Nolten stated they take subject specific assessments.

In other years they take grade level assessments?

Dr. Nolten responded correct.

I see that, I just didn't realize they were pulled out.

Third and fourth grade-changes were made to the format so they are not giving higher level questions?

Dr. Nolten noted that students are seeing items more closely to what they are being taught. New norms will be coming in 2025. Will be a better testing model.

So, they are testing what they are actually learning. Encouraging to hear.

When we shifted from SAT to ACT- we offered our students both. Interested in understanding what the plan is for this change.

Dr. Nolten responded that for accountability all 9-11 will have to take the ACT suite.

Superintendent Bridges added that we will investigate that.

Would like to offer the accessibility.

Slides 6 and 10-around race and ethnicity what are strategies for closing the achievement gaps? ELA is staying level; math is having some gains. How can I understand that what we are doing is making a difference?

Dr. Nolten stated we would like to see less differences between groups. This is why we have the MTSS system, to track and identify all the data sources for students.

We will see more of that next school year. Are these changes realistic?

Superintendent Bridges added that structurally we have made very few changes in the school day and how we are supporting students. We have to look at the structure of the day and what we do within those structures.

Mr. Freundt noted there have been no changes to the schedule of the elementary day in 30 years.

Superintendent Bridges added we are looking at what students are asking for at each level. More opportunities for student engagement. Additional time in the school day to add more supports for students within the school day. We have set a goal of January 2025 for recommendations of changes to the school experience.

Mrs. Xagas added achievement is a concern. There are other gaps that are of concern like chronic absenteeism. We are looking to see some of those measures rise first.

On slides 13 and 14 Green bar on 14 is disturbing. For the Black, African American, and Latinx cohort no group is meeting that metric. Says they are not college ready. 50% Black and African American and 31% Latinx. Curious to understand the median. Are some of the averages being pulled up by higher achieving members in the cohort?

Dr. Nolten responded there may be some residual from the Pandemic.

Would love for this to be a high degree of focus in a SIP plan especially at the High School level.

Superintendent Bridges stated this is absolutely a priority at the High Schools. They do understand the urgency.

Dr. Nolten added this is why we do universal screenings beginning in Kindergarten.

There are students in the cohorts who have been successful. What can we learn from those students? How do we replicate that for other students? Solution may not be purely an academic one.

I pulled up from November the three year trends. Concerned looking at the SAT. There was a three year decline.

Dr. Nolten noted this data concerns everyone. The November data will include only those students for whom we are accountable so those two numbers are not apples to apples.

This is something we talk a lot about. Appreciate all that we are doing and it is showing improvement in 3-8 grades. It turns around at the High School level. How comparable is the readiness with ACT?

Dr. Nolten stated there is a recalibrating. We don't know yet what the correlation will be. Don't know what the state is going to say is the thresholds. We will get the information. We will do well on ACT and will get guidance.

I am hoping we are thinking about what is needed to close these gaps at the High School level. This specific trend that we cannot continue with. Would like to see more.

I would like to add an agenda item that will aggregate student data.

Superintendent Bridges stated we have those reports and will provide those reports to the Board.

The purpose of these tests is in the data. We can see how the data has changed. This is the biggest issue to our community members. Would like to see on the next agenda the reports so we can dig through the data. Do we have the components in place to place students in the correct tier in MTSS? We can catch these individuals. Request that this gets added to the agenda.

Superintendent Bridges said he would get the information to the Board.

What does college board say are the numbers for college readiness not being met?

Dr. Nolten stated we are talking about the College Board definition of college readiness vs the state's definition.

It would be helpful to have total number of students. Gives additional perspective. What more can we do?

When administration and building level leaders are looking at this, I am interested in what they recommend.

I would like to echo the request for this to be a discussion item.

I appreciate the idea of having the numbers, I am not confident that we will see increases when the ethnic population increases.

Superintendent Bridges stated we all agree and our principals are working to make students successful.

The community I hear from, I am not sure that these ideas for innovating the school day are not the cake but they are the icing. Time and energy need to be put into making sure they have the skills.

Superintendent Bridges stated that is a beautiful introduction to next agenda item.

Profile of a Learner

Superintendent Bridges noted the process was intensive. We had nearly 100 community members to work through the skills that students will need to go forward.

Due to a tornado warning this report was not completed.

Board of Education Reports:

President's Report

Discussion without Action:

None.

Discussion with Action:

Consideration of Board of Education Expenses

Superintendent Bridges noted that School Code requires that Board of Education member expenses be approved at an open meeting by roll call vote. Recommend you approve these as presented.

Board Questions/Comments:

None.

Charles Cush made a motion to approve Consideration of Board of Education Expenses as presented seconded by Amanda McMillen. Those voting yes: Wandke, Kelley Black, Kozminski, McMillen, Gericke, and Cush. No: None. Abstain: Fitzgerald. The motion carried.

Adjournment

Amanda McMillen moved, seconded by Charles Cush to adjourn the meeting at 8:55pm. A roll call vote was taken. Those voting yes: Kelley Black, Wandke, Gericke, Cush, McMillen, Kozminski, and Fitzgerald. Those voting no: None. The motion carried.

Approved: August 19, 2024

Kristine Gericke, President, Board of
Education

Susan Patton, Secretary, Board of
Education