

Call to order

President Kristine Gericke called the meeting to order at 5:00 p.m.

Donna Wandke motioned to allow Joe Kozminski to participate in Open Session via telephone in accordance to Board Policy. Charles Cush seconded the motion. Those voting yes: Cush, Gericke, Fitzgerald, and Wandke. No: None.

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

Administrators present were:

Dan Bridges, Superintendent, entered at 5:10 pm

Bob Ross, Chief Human Resources Officer, entered at 5:11 pm

Michael Frances, Chief Financial Officer, entered at 5:11 pm

Others present: Perry Hill, PhD-IASB Field Services, arrived at 5:40 pm, Attorneys Joe Perkoski and Logan Sweeny entering at 5:40 pm

Closed Session

Charles Cush moved, seconded by Donna Wandke to go into Closed Session at 5:00 pm for consideration of:

- 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.
- 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.
- 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.
- Pursuant to 5 ILCS120/2 (c)(10) The placement of individual students in special education programs and other matters relating to individual students.
- Pursuant to 5 ILCS 120/2(c)(16) Self-evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the public body is a member.

Those voting yes: Cush, Gericke, Fitzgerald, and Wandke. Those voting no: None.

The Board of Education entered closed session at 5:01 pm.

Kozminski and McMillen participated via phone. Kelley Black arrived in person at 5:05 pm. McMillen arrived in person at 5:20 pm.

Meeting Opening

Charles Cush made a motion, seconded by Amanda McMillen to return to Open Session at 7:42 pm. A roll call vote was taken. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Kelley Black, and Cush. Those voting no: None. Absent: Kozminski. The motion carried.

Welcome and Mission

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

Joe Kozminski was approved in Closed Session to participate via phone.

Roll Call

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

Student Ambassadors present: None.

Administrators present: Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Administrative Services, Roger Brunelle, Chief Information Officer, Michael Frances, Chief Financial Officer, Chuck Freundt, Assistant Superintendent for Elementary Education, Chala Holland, Assistant Superintendent for Administrative Services, Rakeda Leaks, Executive Director of Inclusion and Diversity, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Student Services

Pledge of Allegiance

Led by the Board of Education

Good News:

Superintendent Bridges announced that NCUSD203 has been awarded a \$1,000,000.00 Electric Bus grant from the Environmental Protection Agency.

Public Comment

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 six Board members.

1. Adoption of Personnel Report

	Effective Date	Location	Position
RESIGNATION-CERTIFIED			

Jennifer Betthausen	8/4/2024	NNHS	Business Education Teacher
Carinne Risch	5/23/2024	WJHS and JJHS	Art Teacher
Angela Zurales	8/11/2024	Beebe	Learning Behavior Specialist
APPOINTMENT-CERTIFIED FULL-TIME			
Juan Tafolla	8/12/2024	NNHS	WL-Spanish Teacher
Caysea Easley	8/12/2024	WJHS	School Counselor
Haley Molitor	8/12/2024	NNHS	PE/Health Teacher
Faith Tsou	8/12/2024	NCHS	Orchestra Teacher
Mary Ruffolo	8/12/2024	KJHS	Language Arts Teacher
Megan Pawelkiewicz	8/12/2024	NCHS	PE/Drivers Ed Teacher
Meghan Winebrenner	8/12/2024	NCHS	Comm Arts Teacher
Lauren Guterrez-Byrnes	8/12/2024	Elmwood	Art Teacher
Natalie Stavropoulos	8/12/2024	Kingsley	4th Grade Teacher
Sarah Fratto	8/12/2024	Kingsley	Learning Behavior Specialist
Deanna Salerno	8/12/2024	Scott	5th Grade Teacher
Kelly DeGarmo	8/12/2024	JJHS/ WJHS	School Social Worker
Abigail Smith	8/12/2024	KJHS	School Counselor
RE-EMPLOYMENT-CERTIFIED FULL-TIME			
Ashley Wasserman	8/12/2024	NCHS	Learning Behavior Specialist
Weronika Hankin	8/12/2024	Scott	1st Grade Teacher
RE-EMPLOYMENT-CERTIFIED PART-TIME			
Kristy Grau	8/12/2024	Steeple and Beebe	PE Teacher
LEAVE OF ABSENCE-CERTIFIED			
Rachel Morales	SY 2024-2025	PSAC	Student Services Coordinator
RETIREMENT-NON-UNION CLASSIFIED			
Marjorie Griffith	7/31/2024	PSAC	Admin Asst. Operations
RETIREMENT-CLASSIFIED			
Katie Long-Piper	7/31/2024	NCHS	Literacy/Writing Center Assistant
RESIGNATION-CLASSIFIED			
Samantha Ogdahl	5/23/2024	Kingsley	Behavior Support Paraprofessional
Luke Newtoff	5/23/2024	Mill Street	Behavior Support Paraprofessional
Michaela Kincaid	5/23/2024	LJHS	Special Education Assistant
Jordan McKenna	5/23/2024	Maplebrook	Instructional Assistant

Megan Hannemann	5/24/2024	Ellsworth	Instructional Assistant
Victoria Trezona	6/4/2024	NCHS	Custodian 2nd Shift
Kathryn Kuna	8/11/2024	Beebe	Computer Support Associate
Erin Gorski	8/13/2024	Naper	Instructional Assistant
EMPLOYMENT-CLASSIFIED FULL-TIME			
Maria Pilar Clark	5/20/2024	Districtwide	Health Technician - Float
Anthony Salerno	6/17/2024	Building & Grounds	District Maintenance 2nd Shift
LEAVE OF ABSENCE-CLASSIFIED			
Sadia Shah	08/19/2024-09/2/2024	Ann Reid	Behavior Support Parapro

Board members asked to have Treasurer’s Bond, Asphalt Bid and the Property Tax Resolution to be pulled from the Consent Agenda.

2. Treasurer’s Bond

What is the process for choosing the insurance group?

Mr. Frances stated we have an insurance broker that gets quotes on this particular bond.

Who is the broker?

Mr. France responded that we use Brian Felter and Associates.

Do you provide that because what is the difference it’s kind of like when you do a bid for contracting?

Mr. Frances responded no we have not done that in the past.

This is a small firm, any concerns for them covering a large bond?

Mr. Frances stated we have no concerns. As a reminder, the Board worked to get legislation passed for a logical way to calculate the treasurer’s bond to 10% and save the district a significant amount of money.

The amount varies each year?

Mr. Frances stated that the variation is not significant each year.

Is this continuous until canceled?

Mr. Frances stated this is a renewal from last year.

Don’t we have to sign an agreement

Mr. Frances noted that the Board President has to sign a resolution.

It would be nice to see the contract.

Superintendent Bridges stated that we will add it to public content next year.

Donna Wandke made a motion to approve the Treasurer’s Bond as presented, seconded by Amanda McMillen. Those voting yes: McMillen, Fitzgerald, Wandke, Gericke, Cush, Kozminski, and Kelley Black. Those voting no: None. The motion carried.

3. Bid: Asphalt

What drives the decision to bid as a total project?

Mr. Frances stated that for planning purposes we break out costs per location. The cost for mobilization will raise the price if bid individually.

The lowest bidder was lowest on only one, the specification of the bid was for the total?

Mr. Frances responded yes.

Amanda McMillen made a motion to approve the Asphalt Bid as presented, seconded by Donna Wandke. Those voting yes: Gericke, Kozminski, McMillen, Wandke, Kelley Black, Fitzgerald, and Cush. Those voting no: None. The motion carried.

4. Out of Country Field Trips

5. Property Tax Resolution

I thought we decided we would get more information on this.

Superintendent Bridges noted that this is in the court or administrative tribunal so it is subject for conversation in Closed Session and action in Open Session. We did not ask for any action in Closed Session and are recommending the Board approve this resolution in Open Session.

This is significant and unusual to have on the consent agenda. Not time to absorb the information. This is open ended and will allow us to go after homeowners that debate their property tax.

Mr. Frances stated that is not accurate. We get notice from the counties if there is an appeal on the assessed value on a particular property and 98% of the time, these are commercial properties. The assessed value has to in excess of \$100, 000.00 and there are very few homes that would be appealing their taxes with significant of an assessment. Gives the district the opportunity to appeal for any in excess of \$100,000.00. Allows us to intervene on behalf of the homeowners. These are mostly for commercial properties.

The criteria are not listed.

Mr. Frances stated the criteria are included in statute.

How many have we had and what is the cost?

Mr. Frances stated that we have had not any cost yet.

I would like to see what the appeals are.

Mr. Frances reminded the Board member that is my job. The timeline is very short so there is no time to ask for approval from the Board. This allows us to move forward to intervene on property tax appeals if it is in the best interest of the school district.

How many of these in the last year have we had?

Mr. Frances stated we had none as we did not have this resolution to do this.

I am not comfortable making this decision. Resolution gives a lot of power without a lot of information.

Superintendent Bridges this is about advocacy on behalf of the taxpayers because we will get our assessment.

Mr. Frances stated we would never intervene on behalf of a homeowner.

This is only intervening on \$100,000 of assessed value so these will be commercial properties.

In this case the district is on the hook to pay the full amount back.

It is not in the resolution.

Superintendent Bridges stated it is in the language of the law.

Mr. Frances added we can give a report to the board.

If covered by law it would be helpful to have that information.

The background information was given in the Board questions.

Donna Wandke made a motion to approve the Property Tax Resolution as presented, seconded by Amanda McMillen. Those voting yes: Fitzgerald, Wandke, Kozminski, McMillen, Gericke, and Cush. Those voting no: Kelley Black. The motion carried.

6. IASB School Board Policies Online Subscription 2024-2025

7. IASB Dues 2024-2025

8. Resolution on Employee /Discipline/Remediation Plan

9. Resolution on Employee /Discipline/Remediation Plan

Donna Wandke made a motion to approve the Consent items 6.01, 6.04, 6.06, 6.07, 6.08, and 6.09 as presented, seconded by Amanda McMillen. Those voting yes: Kelley Black, McMillen, Kozminski, Wandke, Cush, Gericke, and Fitzgerald. Those voting no: None. The motion carried.

Superintendent/Staff/School Report

Superintendent Bridges

No Report.

President's Report

An email has been sent to Board members seeking a date for the annual Self Evaluation. Please send those as soon as possible.

Board of Education reports:

None.

Board Member Assignments:

Vice President Fitzgerald noted that a draft of the Board Member assignments in BoardDocs.

Worked with assignments from the past and included COSSBA and IASB Delegate.

Thank you for your work on this. It is a lot of maneuvering.

Would love to be on another committee. Earlier I asked about a Board committee for community engagement. The voices of the families are important to learn the MTSS process.

Vice President Fitzgerald stated this will be finalized at the next Board meeting.

Discussion without Action

President Gericke reminded the Board and Community of the Board agreements.

2024-2025 Tentative Budget Presentation

Superintendent Bridges noted this is the third meeting of reviewing the budget. We will not seek action until June 17, 2024. We have shared all questions in each of the agendas since May 6. All questions have been posted in BoardDocs. On June 17, we will hold Public Hearings in regard to the tentative budget as well as the amended budget from the current year.

Mr. Frances noted we are still making some tweaks in some line items.

Board Questions/Comments

Thank you for your work and for answering all of my questions.

Page four-Budget initiatives, are they in the budget somewhere?

I now see the answers to my questions.

I just want to thank you as this is tons of work going through all the questions that we're asking.

I love the posting of the questions, they're so helpful and also so helpful for the community.

Thank you for outlining the cost of each initiative. I heard a question about the per diem for the individual student athletes when they go to a state championship. I believe these can be addressed outside the budget?

Mr. Frances stated yes, it is a very small amount that it can be addressed some other time.

Board member asked about information on Consolidated District Plan that was not discussed.

Superintendent Bridges noted it was a carryover from the meeting last year.

You can go back to that meeting and read about it.

Second Reading: Policy 7.240 Co-curricular Code of Participation

Superintendent Bridges noted that we went through a process led by Dr. Chala Holland as well as school personnel and administrators, coaches, students and parents/guardians. Dr. Holland added that

we listen to feedback provided and realize this is a complicated matter. We worked with legal counsel to come up with an additional draft to address some of the concerns that were raised.

Board Questions/Comments:

Thank you for making the updates and the inclusion of the PRESS policy. Liked the more streamlined policy. Three points in the PRESS policy-emphasize that hazing and bullying was called out in 7.190. Can we add a line back in?

Thank you for your work on this. When you took out items 1-20, those are all covered in 7.190 and 7.180?

Dr. Holland noted more specifically 7.190.

7.190 is more specific. And one was separate that is now added into the paragraph, the one about participating or being at an event where drugs or alcohol are present. I want to be sure that I all captured in 7.190.

Dr. Holland stated yes.

Can you outline the process you went through for this policy?

Dr. Holland went through all the steps in the process of reviewing this policy and making sure it aligns with other policies and SB100.

It is wonderful to outline the whole process. The whole process you have gone through this year has added positively with making this more aligned. Concerned about the equalizing of violations, the effort to take all violations seriously. Concerned that students who attend a function with there is illegal consumption, will be in violation if they don't participate in the consumption. Important to add the word hazing. If we name it, it seems like we are putting more importance on some behaviors over others. Understanding the changes are there, I wish we could have students and staff comment on them. Registration is later for sports.

Is there a way we could have time to work on the policy more? And getting student and parent feedback?

Superintendent Bridges noted that we need to think about the calendar.

Dr. Holland added that we also need to think about these going in the student handbook.

We would have to have the current unless we are able to have the feedback.

Dr. Holland stated that we don't necessarily think that things are equalized. We have to be mindful of what is happening and some of the other layers of consequences via 7.190.

There are different sets of consequences in 7.190. The consequences in this policy are equalized. Seems like in the cocurricular code we are seeing them the same.

I understand the concern about having the consequences the same. We have to look at the implementation. Was the enforcement a legal recommendation?

Dr. Holland noted this is Board added language. Will need to look at the other policy to see if that language was just moved up or if it actually changed.

It used to count as a violation of 2. It is in the table. In number 8.

Dr. Holland asked which policy are you referring to, the cocurricular in the policy itself pr was it in the table?

How do we determine if they have been drinking or if they are just there?

Dr. Holland stated she will need to look specifically because there is still some of that language in the policy that is currently posted. But you are saying it is in the table.

It is in the actual policy of May 6.

Were you proposing that number 12 on hazing, being put back in?

I am not saying we need to add one of those back in. the PRESS policy lists some specific things. Hazing and bullying activities are not tolerated.

Superintendent Bridges added the policy does call it out with the policy 7.180.

Just adding one more sentence that reemphasizes that point.

I agree but it is a slippery slope of naming items that are named in other policies.

Dr. Holland noted the PRESS Section that has the three areas, we can try to mimic the language of PRESS in that paragraph.

Superintendent Bridges noted that a Board member has asked for feedback from stakeholders, is that the wish of the majority of the Board?

Can we go forward, adding the hazing then change it early in the year?

Superintendent Bridges noted the concern would be differences between seasons.

This is a big change.

Thoughts from the board?

Superintendent Bridges added we will look at the language and see if there is some feedback from coaches.

Change would be best done before the start of the year. Feedback with the summer activities.

Dr. Holland disagreed in that we will miss stakeholders because not all work 12 months. It is tricky to know what happens at parties. There are investigations. There are a variety of circumstances. This is not a one size fits all policy.

Superintendent Bridges added that we will make edits and bring back with Discussion with Action and it can be pulled if not ready to be approved.

Interested to see how Deans think about this policy?

Dr. Holland asked, do you have a thought as to how your concerns can be addressed?

It should be changed to make students not consuming not have the same penalty.

Dr. Holland stated she understands but it hard to know what kids know and don't know. Part of the challenge is figuring out what they know. All students can say they didn't know.

I am leaning towards leaving the policy the way it says.

We are not leaving it as is. This policy proposes to equalize these offences.

It comes back to the investigative process. Would rather the policy be stricter.

Dr. Holland noted there are a range of scenarios.

How do they know if they drank? Like that it outputs the responsibility on the students.

Can we add school administration is authorized to investigate?

Superintendent Brides noted he had similar thoughts, there is something similar later down in the policy. We will work on some language and get some legal feedback.

Discussion with Action

Consideration of Board of Education Expenses

Policy 2.125 requires that all Board expenses for travel, meals, and/or lodging be approved by roll call vote at an Open Meeting of the Board of Education.

Board Questions/Comments:

None.

Donna Wandke made a motion to approve Board member expenses as presented, seconded by Charles Cush. Those voting yes: Wandke, McMillen, Fitzgerald, Kozminski, Gericke, Cush, and Kelley Black. The motion carried.

Old Business

None

New Business

None.

Upcoming Events

Superintendent Bridges noted:

- The next Board of Education meeting will be held on June 17, 2024 at 7:00pm.
- There will be four Public Hearings

Adjournment

Charles Cush moved seconded by Donna Wandke to return to Closed Session at 9:11pm for the purpose of:

- 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.

A roll call vote was taken. Those voting yes: Cush, McMillen, Fitzgerald, Kozminski, Gericke, and Wandke. No: Kelley Black. The motion carried.

Kristin Fitzgerald motioned to exit closed session at 9:55 pm

Charles Cush seconded the motion

Vote: 7-0 (Gericke, Fitzgerald, Cush, Kozminski, McMillen, Wandke, Kelly Black voted yes by a roll call vote)

Charles Cush motioned to adjourn the meeting at 9:55 pm

Amanda McMillen seconded the motion

Vote: 7-0 (Gericke, Fitzgerald, Cush, Kozminski, McMillen, Wandke, Kelly Black voted yes by a roll call vote)

Approved: June 17, 2024

Kristine Gericke, President, Board of
Education

Susan Patton, Secretary, Board of
Education