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MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT District Administration Building, 203 West Hillside Road, Naperville, IL 60540  
March 4, 2024, AT 7:00 pm. Closed Session at 6:00 pm

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### **Call to order**

President Kristine Gericke called the meeting to order at 6:00 p.m. Board members present: Kristine Gericke, Charles Cush, Melissa Kelley Black, Amanda McMillen, and Donna Wandke. Fitzgerald joined via phone at 6:30pm, Kozminski joined via phone at 6:03pm.

Administrators present were:

Dan Bridges, Superintendent,  
Bob Ross, Chief Human Resources Officer  
Michael Frances, Chief Financial Officer/CSBO

### **Closed Session**

Amanda McMillen moved, seconded by Charles Cush to go into Closed Session at 6:01 p.m. for consideration of:

1. 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.
2. 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.

Those voting yes: Cush, Gericke, Kelley Black, McMillen, and Wandke. Those voting no: None.

Absent: Kozminski, and Fitzgerald. The motion carried.

The Board of Education entered closed session at 6:01 pm.

### **Meeting Opening**

Amanda McMillen made a motion, seconded by Donna Wandke to return to Open Session at 7:01pm.

A roll call vote was taken. Those voting yes: Wandke, Kelley Black, McMillen, Gericke, and Cush.

Those voting no: None. Absent: Fitzgerald and Kozminski. The motion carried.

Amanda McMillen made a motion, seconded by Charles Cush to allow Kristin Fitzgerald to join via phone. A roll call vote was taken. Those voting yes: Kelley Black, Wandke, Gericke, Cush, and McMillen. Those voting no: None. Absent: Fitzgerald and Kozminski. 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, Amanda McMillen, Melissa Kelley Black, and Donna Wandke. Absent Joe Kozminski.

**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, Alex Mayster, Executive Director for Communications, 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:**

On Sunday, February 25, Naperville 203’s SUCCESS family organization hosted their annual Black History Month Showcase at Naperville North High School. This year’s theme was *The Historically Black Colleges and Universities Experience: Steppin’ Into Our Future*.

On Wednesday, February 28, our Workforce Innovation Council enjoyed a walking tour of North Central College. It began with a welcome from their new President, Dr. Anita Thomas, sharing her experiences on campus so far and the value in our community partnerships. The Council toured the Manufacturing processes and engineering laboratory, State-of-the-art health sciences classrooms, athletic facilities, Oesterle Library and Learning Commons and ended with the coffee lab. It was a collaborative morning with great conversations for future work together.

This week is Social Workers Week. They will be featured on our social media.

**Public Comment:**

None.

**Action by Consent:**

**1. Adoption of Personnel Report**

|  | Effective Date | Location       | Position                          |
|--|----------------|----------------|-----------------------------------|
| <b>RESIGNATION-CERTIFIED</b>             |                |                |                                   |
| Shelby Winston                           | 8/11/2024      | ARECC          | Early Childhood                   |
| Anjali Agarwal                           | 8/11/2024      | Madison JHS    | Learning Behavior Specialist      |
| <b>RESIGNATION-CLASSIFIED</b>            |                |                |                                   |
| Robert Murphy                            | 1/16/2024      | Transportation | Bus Driver                        |
| Kassandra Salcedo                        | 2/27/2024      | Maplebrook     | Special Education Assistant       |
| David-Vien Nguyen                        | 3/6/2024       | KJHS           | Special Education Assistant       |
| <b>REASSIGNMENT-NON-UNION CLASSIFIED</b> |                |                |                                   |
| Cindy Landeros                           | 2/20/2024      | Transportation | Assistant Director Transportation |
| <b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>   |                |                |                                   |
| Marilia Ovalle Ovalle                    | 3/11/2024      | Meadow Glens   | Senior Secretary                  |

Amanda McMillen made a motion to approve the Consent Agenda with the exception of 6.02, seconded by Donna Wandke. Those voting yes: Fitzgerald, Kelley Black, Wandke, Gericke, McMillen, and Cush. No: None. Absent: Joe Kozminski. The motion carried.

**2. Student Success Platform**

**This is a significant decision. MTSS program is a big part of how we align. I have a problem with very little information provided. Concerning that there is a lack of information as to how**

**they work. What is this program going to do that we don't already do? I have asked at other board meetings and have not been able to get information about how this works.**

**How does the current MTSS program work?**

**This is a contract for the platform, not how we provide MTSS services to our students.**

Superintendent Bridges asked Mrs. Willard or Mrs. Xagas to talk about the process that was used to make the selection. It is responsive to input we have had from the Board of Education over the last couple of years.

Mrs. Willard stated that as Ms. Gericke stated, this is a platform not our interventions. This is a data warehouse. It tracks the interventions for our students and helps our educators with progress monitoring the data. As is stated in the memo, 65 educators have been piloting this with a lot of success. This does not dictate the intervention; those are chosen by the educator based on the standard they are working on.

**The program is essential. What other platforms did you look at?**

Mrs. Willard noted that we started here as we have some of their other products. We asked other districts. Educators and Administrators also vetted it. We bring it to you as this is definitely one of the best on the market. We worked very diligently with our staff from EC to Connections, Special Education staff to Administrators. It has very much been vetted by the professionals who will be using this to help keep track of the data.

**Who will use this data?**

Mrs. Willard stated our in-house educators.

**I hear from community that we are not transparent. The groups that we are falling behind with are the kids that this program specifically will be tracking.**

Mrs. Willard repeated that this is not a program, this will keep the data.

What we are lacking is a place to warehouse the data from the interventions.

**We have been talking about this for a couple of years as a board. I am super excited that we are getting to this point of having this data. It will allow better communication between grade levels.**

**Has the pilot been across grade levels?**

Mrs. Xagas stated yes as well as with multiple positions.

**Does it look at interventions and the effectiveness?**

Mrs. Xagas responded that is correct.

**We will actually be able to get the data from some of the positions we have added like Math Specialists? All the data will be there and can also be shared with families?**

Mrs. Xagas stated that this intervention history will be shared with families so this performance information enhances transparency.

**What is the connection with the Panorama survey data?**

Mrs. Xagas noted we looked at eight different systems and one of the things that was appealing is this system tracks academic data and social emotional and behavioral data and it will triangulate that data with how students are feeling in our schools based on the perception data they enter.

**How is it shared with families?**

Mrs. Xagas shares that we will work on the details. We have already been doing this but will all be in our systems for the entire district.

**How is that shared?**

Mrs. Xagas noted, at the request of parents.

**How often?**

Mrs., Xagas stated that it depends on the student's plan.

**I bring this up now as I was at the COSSBA conference one of the most amazing things was shown, it is the Digital Balance School Card Reporting Systems that integrates all of this and more. The information is available to all the parents in real time.**

**The focus tonight is on this contract**

**So, the Board of Education does not want to see the best product?**

**That is not what I intended for now, this is the contract in front of us.**

**You want to sign a five-year contract without looking to see if something is better?**

**Superintendent Bridges reminded the Board that Mrs. Xagas noted that 8 different programs were vetted. This is what the Administration is bringing to the Board for approval. If Board members do not have enough information, they can vote no.**

**A Board member summarized how this program will work with what we are currently using. Mrs. Willard added that our Educators did their due diligence and vetted these systems and thoughtfully brought their recommendation to the Board.**

Charles Cush made a motion to approve the Student Success Platform as presented, seconded by Amanda McMillen. Those voting yes: Cush, Fitzgerald, Wandke, McMillen, and Gericke. No: Kelley Black. Absent Kozminski. The motion carried.

### **Superintendent/Staff/School Report**

**No report**

### **President's Report**

**President Gericke reported that she attended the COSSBA conference in Dallas. Focused on governance and leadership. Favorite session was the last session. Sessions served as a good reminder of what is the purpose of the Board of Education. We do set a tone for the district. Heard from the Leyden Superintendent-talked about the role of listening. Important to synthesize and guide the district. Authenticity is another value of the Board. I am grateful the opportunity to attend this conference.**

### **Board of Education reports:**

**Board member Kelley Black reported on her filed trip to NCC with the Workforce Innovation Council. It was a wonderful opportunity. Great to have some teachers attend as well as meaningful student voice. She also attended the COSSBA conference. She repeated that it is difficult to get information. Paid for herself to go because the board did not allow me to attend otherwise. She noted some of the sessions she attended.**

**Vice President Fitzgerald reported in IASB's efforts to engage with legislators. Met with Senator Johnson today. There is pending legislation that will require student Board reps. Requires they attend Closed Session and be allowed to vote. Discussed some of the items discussed in closed session and the thoughts around confidentiality. Senator's intent was to get meaningful student voice.**

### **Discussion without Action**

#### **Career 203 Update**

**Superintendent Bridges recognized SN to the table. Noted that annually NUEA presents proposals to Career 203.**

- Thank you for the opportunity to present an update about Career 203.
- I'm here tonight to present for your discussion without action two proposals recommended by the Career 203 Assessment Committee for inclusion in next year's Professional Growth Guide.
- So, what is Career 203?
- The Program Guide describes Career 203 as a Professional growth model created to reward educators for participation in relevant and rigorous educational opportunities that fulfill the evolving needs of the District's students.
- During negotiations in 2010, the District and the NUEA agreed to redevelop a professional growth model for educator compensation that would replace the far more common graduate credit-based salary schedule model. The result of that collaboration is Career 203.
- Career 203 got its name because at its core it is a compensation plan tied directly to career path planning. Implementing the learning experiences has a positive impact on both student

success and the educator's goals, and both in turn benefit the District as a whole. Upon completion, an educator reflects on what they've learned to earn either a payment or points used for advancement on the salary schedule. The type of compensation for each brick is established before the educator engages in the learning activities.

- An educator may have one long-term goal in mind. Others may change their career paths along the way and begin the full cycle over again.
- We start with Emerging Educators - those who have not yet earned a Master's degree. When we look at the whole of the NUEA bargaining unit, approximately 15% are emerging educators. For these educators, Career 203 consists of completing the Master's degree brick. In calendar year 2023, our emerging educators earned 10,635 points. Participation has been steady for a 2nd straight year, but the number of educators earning their 1st Master's degree grew last year.
- Career Educators are those who have successfully earned an advanced degree. And again, if we look at all the educators in the NUEA bargaining unit, they account for approximately 85% of the staff. Career Educators have full access to every brick type in the Program Guide. During calendar year 2023 our career educators earned 27,555 points - the highest number of points awarded to date.
- We are looking at bricks with learning experiences from only universities versus those from non-university learning providers. Many of the points received from a university would have qualified for credit under the former plan, while points earned by non-university providers would NOT have been eligible for points before Career 203. Non-university providers include District 203, a wide variety of nationally recognized organizations, and certification boards.
- Over the past 5 salary advancement periods, a majority of completed bricks included at least some non-university learning activities.
- Most Career 203 compensation is awarded in points which are used toward advancement on the salary schedule
- We work closely with the Business Office to track the cost of salary advancements so that accurate estimations can be made for budgeting. In last year's update, we reported a dip in both participation and dollars spent that we hoped would be temporary, and I'm happy to report that both indicators bounced back in the 22-23 school year. Including - for the 1st time ever - salary advancement increases that exceeded one million dollars in a single semester.
- I would be remiss if I didn't take this opportunity to mention the incredible work of our Career 203 facilitators. I firmly believe that the increases we see here are in part due to the work of the 25 facilitators who help their colleagues understand Career 203 and navigate the process. Each EC-8 building has 1 facilitator, each high school has 2 due to the size of their staff, and District-based staff have a facilitator as well.
- One of the hallmarks of Career 203 is that there are many opportunities for educators to earn compensation that supports the District's strategic goals.
- Our Equity Affinity Group (or EAG or short) facilitators and Equity Team Leaders have been or will be compensated for the important work they are doing. A brick was also developed by our Learning Services team to take Naper Settlement's 'Unvarnished' exhibit about housing discrimination into the classroom.
- The District has embraced the opportunities provided by emerging technologies and encourages their use within the classroom.
- From the onset, Career 203 was strategically designed to be dynamic. It is meant to evolve with the needs of our students, support the initiatives of the District, and adapt based on an

educator's career goals. The Career 203 Assessment Committee plays an important role in making sure the program remains collaborative, relevant, and rigorous. One of their responsibilities is to review proposals for updating existing bricks, and for adding new ones.

- The Career 203 Assessment Committee consists of 12 members appointed in equal numbers by the Association and Administration, and I serve as a non-voting facilitator. Their annual meeting was held on February 6th, 2024, and 12 members were present.
- In just 2 years, the effects of 3 committee proposals approved by this Board have been significant. You may recall recently recognizing nine D203 Occupational Therapists who now hold Board certification in Pediatrics. At the time of approval, there were only 2 OTs in Illinois who held the advanced credentials. Today there are 16 certificate holders in Illinois, and 9 of them currently work with our students
- The committee unanimously approved 2 proposals for the Board's consideration with action at their next meeting. Each of the proposals would add a new brick type that recognizes advanced certification
- The 1st of the 2 bricks would award 60 points to staff members upon becoming a Board Certified Behavior Analyst (or BCBA), followed by an annual payment of \$1500 while certification is held and maintained. With the increase in problem behavior, having staff specially trained in behavior analytics is good for our students, educators, and the District.
- The 2nd of the 2 new bricks is specific to Certified School Nurses (or CSNs for short) who are RNs that hold a special Professional Educator License from ISBE. It would award 30 points to CSNs upon earning National Board Certification of School Nurses, followed by an annual payment of \$500 while certification is held and maintained. The District has seen an increase in student medical conditions - and especially a rise in life-threatening conditions - that require support at school. Having CSNs who specialize their knowledge and expertise in school-focused nursing benefits those students, their families, and the District.
- Thank you for your consideration in adopting these collaborative modifications to the Career 203 Program Guide for the upcoming 2024-2025 school year.

### **Board Questions/Comments**

**Thank you.**

**As a reminder, I will recognize Board members for their individual questions and comments and as per our Board agreements we will share our time with other Board members. Please remember that it is not in order to interject unless you have been recognized.**

**Thank you for the proposal. Nice to see the increases in participation.**

**What is the % of staff that actually participate?**

Ms. Nelson stated about 25%. It does vary year to year based on the initiatives the District presents.

**Can you give me more detail about how many School Certified Nurses do we have and how many are qualified to participate?**

Ms. Nelson responded that we know of two and several others who are interested. Should be similar to the OT participation.

Mrs. Xagas added that we have 21 Certified School Nurses.

**How did you come up with these two proposals?**

Ms. Nelson stated that committee members can bring proposals. Administration brought the BCBA proposal and a CSN wrote the nursing one. We try to bring those proposals that will bring consensus.

### **EC-12 Certified and District SPED Staffing Projection**

Superintendent Bridges noted that annually in March Administration reviews enrollment and brings recommendations on staffing. Will turn is over the Assistant Superintendents to respond to any questions you may have.

**Dr. Holland noted there will be a revision of one section as the terms Fine and Applied Arts was used and that is not the language the District uses. We can update the memo to include those courses. Overall HS is up in students even though the demographic report notes otherwise. We have many students choosing courses instead of study halls. A lot of this is due to students choosing pathways.**

**Board Questions/Comments:**

**So, you select based these based on enrollments. Once these are made, do we track any data about changes in academic achievement improvements or growth to correlate that to see if the effect that hiring teachers in specific areas are having?**

Dr. Holland noted that at HS the staffing is due to the students' choosing courses and the need to staff courses.

**Is that separate?**

Dr. Holland noted it is not separate. For this staffing that is coming forward, staffing is a very comprehensive process so there is a lot that is considered.

**Is there any way to get data with staffing on how it helps students?**

Superintendent Bridges responded, yes.

**I mean a mathematical correlation.**

Superintendent Bridges remarked we can look at student data.

**Where can I see it?**

Superintendent Bridges stated the Board just approved a platform that will track student data.

**I think I am pointing out that it doesn't track and correlate it to staffing. I would love to sit down with someone to see how this program works.**

Dr. Holland noted that staffing is directly related to course selection.

Superintendent Bridges added there are multiple factors. We wanted to focus on student belonging so we added staff to help with that and we look at the Panorama data around belonging. Not just a simple decision.

**Is this staffing also reflecting the EL expansion program?**

Mrs. Boutet noted in the Middle School level. Also at the MS level, we have to look at the equity of each program.

**Thank you. Summarized the selecting of courses and creating the need for additional staff. It is around shuffling existing staff based on what the community is selecting.**

Superintendent Bridges noted it is also impacted by course audits and the addition and removal of courses.

**Can you repeat what you said regarding Math teachers with the EL endorsement?**

Mrs. Boutet responded that at the Middle School level we are adding core staff with an EL endorsement so we can serve our students better.

**How are we tracking student services where students are not performing well?**

Dr. Holland shared that is a piece of a larger conversation. Looking at the trajectory and growth. Staffing is one part of the equation. Other components that intersect this discussion.

**All students should be achieving. I feel like this piecemeal. When are we collecting this data?**

Dr. Holland noted we have been talking about the components at every board meeting.

**What is the projected fiscal impact of this?**

Mr. Frances responded a little over \$1.1 million.

**This is the population based staffing. We also can have staff added within the budget.**

Superintendent Bridges responded, correct, we are not ready to talk about this tonight. We are early in the budget process.

**I just want to note that these are enrollment projection recommendations.**

**I don't think that the pieces you have put together should not be described as piecemeal. There are a lot of moving parts to this and also the parts fit together. Took exception to the term piecemeal. That is not how I read the work happening.**

#### **Debt Service Levy**

**Superintendent Bridges noted that annually we look to see if we have enough money to abate the dollar part of the Debt Service Levy.**

**Mr. Frances added that the Board needs to look at 8.03 and 8.04 together. BOE has adopted similar abatements over the last nine years and saved the taxpayers money.**

#### **Board Questions/Comments**

**Thank you.**

**It is important to be fiscally responsible and give back to taxpayers.**

#### **Resolution: Transfer of Funds for Debt Abatement**

#### **Board Questions/Comments:**

**None.**

#### **Discussion with Action**

##### **PRESS Policy 113 Updates**

**Superintendent Bridges noted these policies have been on the agenda since February 5.**

**Questions submitted are also included. A lot to go through. Recommend approval as presented.**

#### **Board Questions/Comments:**

**I understand it has been on three weeks. Would be nice to discuss all these policies.**

**I do not get BOE prep as I request it in writing.**

**These policies have been on the agenda over six weeks not three weeks.**

**As a new Board member, it would be nice to have more access to information.**

**Board prep is afforded to all of us in the same manner. Appreciate that we have PRESS Plus that allows us to update these policies in a timely manner.**

**To clarify I do not receive Board prep.**

**You choose not to receive Board prep.**

**Charles Cush made a motion to approve the PRESS 113 Policy Updates as presented, seconded by Donna Wandke. Those voting yes: Fitzgerald, Gericke, Cush, McMillen, and Wandke. No: None. Abstain: Kelley Black. Absent: Kozminski. The motion carried.**

#### **Consideration of Board of Education Expenses**

**These may be the last expenses for the Joint Annual conference held in November.**

**The Board is required to approve Board expenses in an Open meeting.**

#### **Board Questions/Comments:**

**I wanted to note that the parking expense is for two board members. Looking forward to discussion of the COSSBA conference as we decided to vet this conference before we use district money to send members across state lines.**

**I have issues with an educational board that does not send members to get education.**

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

**Old Business**

None

**New Business**

None

**Upcoming Events**

Superintendent Bridges noted:

- BOE meeting Monday, March 18, 2024
- March 25-29 Spring Break
- April 16, 2024 NEF Breakfast to be held at Embassy Suites.

**Adjournment**

Charles Cush moved seconded by Donna Wandke to adjourn the meeting at 8:20pm. A roll call vote was taken. Those voting yes: Cush, McMillen, Kelley Black, Fitzgerald, Gericke, and Wandke. No: None. Absent: Kozminski. The motion carried.

Approved: March 18, 2024

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Kristine Gericke, President, Board of Education

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Susan Patton, Secretary, Board of Education