
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT
SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT WASHINGTON
JUNIOR HIGH SCHOOL, NAPERVILLE, IL.
November 15, 2021 AT 7:00 P.M., CLOSED SESSION 5:00 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 5:02 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Joe Kozminski, Tony Casey, Donna Wandke, Charles Cush, and Amanda McMillen (arrived at 5:05 pm).

Administrators present were:

Dan Bridges, Superintendent,

Bob Ross, Chief Human Resources Officer,

Michael Frances, Chief Financial Officer/CSBO

Chala Holland, Assistant Superintendent for Administrative Services

Closed Session

Kristine Gericke moved, seconded by Donna Wandke to go into Closed Session at 5:02 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. 10/18/2021, 11/01/2021.
2. Pursuant to 5 ILCS 120/2(c)(1) Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District.
3. Pursuant to 5 ILCS 120/2 (c)(11) Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal.
4. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the public body and its employees or their representatives.
5. Pursuant to 5 ILCS 120/2(c)(9) Student Disciplinary Cases.

Meeting Opening

Amanda McMillen made a motion, seconded by Charles Cush to return to Open Session at 7:07 pm. A roll call vote was taken. Those voting yes: Cush, McMillen, Casey, Fitzgerald, Kozminski, Gericke and Wandke. 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, Amanda McMillen, Joe Kozminski, Kristine Gericke and Tony Casey.

Student Ambassadors present: Uju Kim, Joanna Cho

Administrators present: : Dan Bridges, Superintendent, John Bruesch, 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 Board of Education**

Good News

Naperville North Career & Technical Arts teacher -- and Navy veteran -- Rebecca L. DiOrio received a Quilt of Valor from the Rotary Club of Naperville. The Quilt of Valor recognizes our nation's military members by covering them with quilts to honor their service. Mrs. DiOrio served in the U.S. Navy from 1991-1995 and received the Defense Distinguished Service Medal, the Joint Service Distinguished Medal, and the Overseas Medal of Freedom.

In honor of Veterans Day, schools across the district created banners, wrote letters and collected donations for Operation Support Our Troops. All of the collected items will be mailed to troops who are currently serving.

For example, Prairie School's banner will be sent to Kansas Army National Guard First Lieutenant Meghan Stember, who is a former fourth-grade teacher. Lieutenant Stember has been away from home training since August, and the sacrifices she has made have caused her to miss her baby's first steps and saying Mama.

We hope our banners, letters and donations will put a smile on the faces of our military members. Thank you to all of our students and staff members who made this possible.

Congratulations to Mrs. DiOrio, and thank you for your service to our country.

National Board Hispanic Recognition:

Principal Stephanie Posey of NNHS and Principal Bill Wiesbrook of NCHS recognized their respective National Board Hispanic scholars.

National Board African American Recognition

Principal Stephanie Posey of NNHS and Principal Bill Wiesbrook of NCHS recognized their respective National Board African American scholars.

National Board Indigenous American Recognition.

Principal Bill Wiesbrook of NCHS recognized the National Board Indigenous scholar.

Freedom of Information Requests:

Sommerfeld Request- Student grade Information

Livie Request- School Board Information

Livie Request-Staff email information

Hello College Request- Student Information

Bruzan Request-Staff Information

CBS Request-IT Device Information

Dwojak Request-Staff email Information

ESPI Request-Panorama Information

Mackin Request-Student Graduation Information

Kapustova Request- Panorama Contract Information

Public Comment:

President Fitzgerald gave the parameters for public comment. She will designate the next speaker so that they have the appropriate time to prepare. Issues raised in public comment will be taken under advisement by the Board of Education but will not be discussed in this meeting. Because the questions raised in public comment address district operational matters, the Superintendent is designated by the Board to coordinate responses and will apprise the Board accordingly. All public comments have been added to Board Docs. President Fitzgerald reminded the community that as outlined in Board Policy 2.30, individuals addressing the Board should conduct themselves with respect and civility toward others. Individuals are free to express their criticism regarding Board policy or decisions by the Board but should refrain from personal attacks.

Christine Bell-Shared concerns from her colleagues for those in NESPA.

Amanda Wood Shared concerns regarding the NESPA negotiations.

Kyle Wood- Shared concerns regarding the NESPA negotiations.

Judy McCormack. Shared concerns regarding the NESPA negotiations.

Lisa Dunphey- Shared concerns regarding the NESPA negotiations.

Claire Considine- Shared concerns regarding the NESPA negotiations.

Amy Auerbach Shared concerns regarding the NESPA negotiations.

Diane Herling Shared concerns regarding the NESPA negotiations.

Jen Rembrecht- Shared concerns regarding the NESPA negotiations.

Dawn Enright Shared concerns regarding the NESPA negotiations.

Karen Carlsen Shared concerns regarding the NESPA negotiations.

Mary Zerambeski- Shared concerns regarding the NESPA negotiations.

Nandini Asar Shared concerns regarding the NESPA negotiations.

Joe Nikkel- Shared concerns regarding the NESPA negotiations.

Sally Reschke Shared concerns regarding the NESPA negotiations.

Karen Pierz- Shared concerns regarding the NESPA negotiations.

Cindy Kolenda- Shared concerns regarding the NESPA negotiations.

Patrick Duffy Shared concerns regarding the NESPA negotiations.

Carmen Ceresea Shared concerns regarding the NESPA negotiations.

Curt Alliquime Shared concerns regarding the NESPA negotiations.

Eric Sutton-need to fill all support staff positions. Came to say we need to start collecting vaccine information on all students since all students age 5 plus.

Sara Forster- Shared concerns regarding the NESPA negotiations.

Monica I— Shared concerns regarding the NESPA negotiations.

President Fitzgerald noted that the Board of Education appreciates your advocacy. Acknowledge all who spoke and who have emailed public comments. Cannot respond to each email due to volume. As a reminder, the BOE has designate the Superintendent to respond to public comments.

Monthly Reports

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

Action by Consent:

1. **Bills and Claims** from Warrant #1038378 thru Warrant #30029786 totaling \$23,172,877.43 for the period of October 19, 2021 to November 15, 2021.
2. **Adoption of Personnel Report**

	Effective Date	Location	Position
APPOINTMENT-CERTIFIED FULL-TIME			
Cydney Olah	11/8/2021	WJHS	Music/Vocal
Courtney Hummel	11/17/2021	River Woods	Kindergarten
LEAVE OF ABSENCE-CERTIFIED			
Renee Bodach	11/30/21 - 12/17/21	MJHS	Speech - Language Pathologist
EXTEND LEAVE OF ABSENCE-CERTIFIED			
Tiffanie Pontow	11/15/21 - 1/4/22	Student Services	Physical Therapist
RETIREMENT-CLASSIFIED			
Eileen G. Rico	12/17/2021	Prairie	Computer Support Associate
Laura Rogus	12/31/2021	Ellsworth	Senior Secretary
Mary Bridget Daniels	11/19/2021	Elmwood	Instructional Assistant
Susan M. Komma	10/29/2021	Jefferson	Special Education Assistant
Lawrence E. Johnson	12/31/2021	Transportation	Bus Driver
Donald M. Ostrander	11/30/2021	Transportation	Bus Driver
RESIGNATION-NON-UNION CLASSIFIED			
Katherine P. Russell	11/29/2021	ARECC	Early Childhood Parent Educator
RESIGNATION-CLASSIFIED			
Allison N. Farell	10/27/2021	Kennedy	Special Education Assistant
Ashlee S. Davis	12/14/2021	Kingsley	Special Education Assistant
Connor A. Boray	8/2/2021	NNHS	Special Education Assistant
EMPLOYMENT-CLASSIFIED FULL-TIME			
Kaitlyn A. Barry	11/15/2021	Scott	Instructional Assistant
Peter J. Lambrakis	11/15/2021	Connections	Special Education Assistant
EMPLOYMENT-CLASSIFIED PART-TIME			
Arlene J. Harting-Josue	11/15/2021	Washington	Clerical Assistant
Brian Sandoval	11/15/2021	Kennedy	Computer Support Associate
Jacob R. Adair	11/15/2021	Kingsley	Computer Support Associate
Jodi L. Veome	11/5/2021	Scott	Instructional Assistant
LEAVE OF ABSENCE-CLASSIFIED			

Maureen Samson-Chobak	12/21/21 - 05/27/22	Meadow Glens	Special Education Assistant
Suzanne K. Martin	12/1/21 - 02/01/22	Ann Reid	Special Education Assistant

3. Minutes 10/18/2021, 11/01/2021

4. Student Discipline

Amanda McMillen made a motion to approve Warrant #1038378 thru Warrant #30029786 totaling \$23,172,877.43 for the period of October 19, 2021 to November 15, 2021, seconded by Charles Cush. Those voting yes: Kozminski, Cush, Wandke, McMillen, Fitzgerald, Casey and Gericke. No: None.

Student Ambassador Reports

Uju Kim-NCHS-

- Students took the Panorama survey, included multiple questions addressing how students felt about their perceived safety at school as well discussions on race and social-emotional learning.
- Offered his thoughts on employee pay
- Students were invited to attend a feedback session last week and also fill out a form in which they could list desirable characteristics of the next NCHS Principal.

Joanna Cho-NNHS

- October 18th we had our annual fall choral concert,
- October 20th, we had Band-o-Rama,
- October 21st, we hosted the Northside orchestra festival.
- October 24th was our annual show choir Howl and Shake.
- October 28th, we had our school-wide ECG screenings during gym classes,
- Our fall play, *Kodachrome*, ran from October 29th to the 31st,
- Our radio play *Strangers on a Train* ran from November 5th to 6th.
- November 10th, we hosted the Northside Band Festival.
- This week, we are looking forward to the biannual blood drive that is being held on the 18th that is being opened up to the public again for the first time in over a year and a half.
- All of our fall sports seasons have concluded. We celebrated DVC wins in football, girls swim and dive, girls cross country, and boys soccer. Winter sports have officially begun, including wrestling, girls gymnastics, boys and girls basketball, and boys swim and dive.
- As we move farther into the winter season, the student body is also starting to prepare for finals. This will be the first ever set of finals our freshmen and sophomores take, and the first set of finals our juniors and seniors have taken in two years since their freshman years. There is a wide range of feelings about these finals, ranging from excitement, to dread, to anxiety. However, it marks a return to normalcy after online school the last year and a half, and it feels good to prepare and get excited for traditions such as the winter assembly and cocoa and cram.

Superintendent/Staff/School Report

Superintendent Bridges introduced Mike Frances, Chief Financial Officer/CSBO to present the five-year forecast.

Five Year Financial Forecast

Superintendent Bridges indicated that it is time to update the Board and the community on the Five Year Financial Forecast. Superintendent Bridges introduced Chief Financial Officer/CSBO Michael Frances to provide the update.

- Making data driven decisions is crucial for all organizations.
- We use the forecast for a variety of reasons from budget and tax levy planning to running what if scenarios throughout the year.
- Current year budget as the main driver and baseline moving forward.
- Include five years of actual results for historical perspective and to help see trends
- Current and projected CPI, EAV and new construction drive the majority of results on the revenue side
- While salary and benefits, as well as staffing levels drive the majority of projected costs.
- Known or projected changes to State and Federal funding
- The main driver is the consumer price index, which drives annual changes in property taxes.
- The most recent actual is 1.4%, which is the figure all taxed capped districts will be using for their 2021 tax levies.
- The 5% estimate for the 2022 levy year is the maximum amount allowed under the tax cap as the year to date CPI figure through October of this year is currently at 6.2%. The final value for 2021 will be known in mid-January, at which time these projections will be updated, and that figure will also be the main driver of the 2022 tax levy a year from now for taxes paid and distributed in the summer of 2023.
- The other driver of property taxes under the tax cap is the amount of new construction added to the assessed valuation of the district annually. For every \$1 million of new property, the district receives approximately \$50 thousand of additional tax revenue.
- \$26 million of additional assessed value is the current estimate for this year's levy from data provided by our township assessor's offices. The remaining projected values have been decreased from previous projections where recently we were using \$35 million of new growth annually.
- We've looked at our taxes informally this way for many years, but last year we adopted this new approach in our annual financial report and will again reflect this change in our financial statements.
- With a continued low federal funds rate, we have begun seeing and will continue to see a reduction in the amount of income we receive on the district's investments. In fact, our investment income is down almost \$5 million dollars from 2019 levels.
- One piece of good news is our estimate for Corporate personal property taxes from the Illinois Department of Revenue. Their estimate has this line item increasing almost \$2 million over current budgeted levels. Most state and federal funding are projected flat throughout the projections. Adjustments have been made from this year's budgeted ESSER funds from the American Rescue Plan Act of 2021 so those are not projected into future years as they were one-time sources of revenue.
- On the expenditure side, staff salaries are the largest area of cost, now and moving forward. We are projecting the costs of any current contracts as well as other contracts being based on CPI increases and step increases as they have been in the past.
- There is no change to numbers of staff in the results.
- Health insurance is our next largest cost, which is projected at 8% for next year to reflect recent cost trends, then 5% annually thereafter.
- All other expenses are at 2% annually
- Any COVID related expenses and contingency have been removed for future years.
- We have also kept the annual abatement of the district's debt in the projections. Overall the district has very little debt and is getting close to being debt free.
- For every 1% difference of a CPI assumption, revenue would change plus or minus \$2.6 million
- For every 1 million dollar difference in new construction from the assumptions, revenue fluctuates almost \$50k
- If there are future reductions to the district's Evidence Based Funding from the State of Illinois, we would lose \$125k for every 1% proration. These three items make up over 90% of the district's revenue
- On the expense side salaries and benefits make up over 77% of all costs.

- Every 1% change in salary drives an additional \$1.9 million in expenses. For health insurance, every 1% change, costs increase by \$325k.
- The red line shows actual and projected fund balance for the years ending 2017 through the projected year 2027. As you can see, for the year ended 2020, those amounts are now restated. The values for FY21 are listed as unaudited at this time since we have not yet fully reconciled our new audit report with our financial system. We anticipate having this updated for any future financial documents.
- The current year has a slight budgeted deficit. However, that deficit is projected to increase starting next year and remain throughout the life of these projections. While the current fund balance is sufficient to absorb some deficits, we will need to watch this closely and make adjustments to future expenses as necessary.
- All results are dependent on the current set of assumptions and will be updated throughout the year as anything in the future becomes clearer.

Board Questions/Comments:

The projected deficits are each year's projected deficit, correct? To see the impact on the fund balance, we will have to add the numbers across.

Mr. Frances responded that is correct.

With the assumptions you have an increase of 8% in health care costs then 5% going forward, do you see that as staying that amount?

Mr. Frances noted that health care is an area that his hard to predict but we will look at and adjust every year.

Thank you for the report.

Audit Report

Matt Beran of Lauterbach and Amen, LLP, conducted the audit this year. Thank you to the Business Office for their hard work at getting all the information together.

Findings are that the District's financial record correctly reports the District's financial position.

There is a detailed report of the audit in Board Docs.

Board Questions/Comments:

None.

Dr. Nolten gave a report on the Test to Stay. Currently we are conducting it for K-6 students and will be rolling it out to 7-12 students soon.

Vax clinic held on Saturday, vaccinated about 2000 students. Could not have done it without the help of volunteers and community.

President's Report

Gave an update on negotiations with NESPA. Negotiations are ongoing. Positive meeting today with both sides presenting proposals.

Consideration of the resolution statements where we will be voting opposite of the committee recommendation.

Board questions/Comments:

Thank you for your support in drafting these comments.

Many BOE members will be attending the Triple I conference. This is a good educational opportunity for the Board.

Board of Education reports:

None

Discussion without Action

2021 Tax Levy Determination

Superintendent Bridges invited CFO/CSBO Michael France to present information on the 2021 Tax Levy Determination.

Tonight is the Board's first look at the tentative tax levy for 2021 along with the laws and requirements that drive the levy process

- The tax levy we are presenting tonight is the district's formal request for taxes that is required and the first step in the process.
- County Clerks will calculate tax rates around mid March for bills to be distributed by County Treasurers typically at the beginning of May.
- Tax bills are due in two installments. We anticipate those being again in June and September of next year.
- Property taxes are the largest piece of revenue for most school districts throughout the state of Illinois and an even larger share of revenue for districts in our area. Over 85% of our district's budget comes from local property taxes.
- There are also a number of variables that are used to determine the amount of the annual tax levy. Of the three, only the consumer price index is known at this time. For the 2021 levy, all tax capped districts are limited to the CPI for the 2020 calendar year. That value was 1.4%.
- The other two variables, new construction and EAV, are not finalized at this time, so we must make estimates on those numbers. We work with our local tax assessors, who have been very helpful in providing estimates for our calculations.
- Not knowing what those final unknown variables will be, we typically increase the levy slightly in order to capture any unanticipated increase in new construction.
- The Board has the ability to reduce the levy after adoption but cannot add to it
- Finally, as far as timeline, all taxing bodies must adopt and file their annual tax levy by the last Tuesday in December, which is December 28th this year.
- The Consumer Price Index is the major driver for changes in annual tax revenue.
- Most of us are aware that the current year CPI is at its highest level in over 30 years. The final 2021 CPI won't be known until January and will not be used in any levy calculation until this time next year.
- Over the last five years the district's, EAV has grown from 4.6 billion to an estimated amount for 2021 of over 5.3 billion. This value will be finalized in the spring.
- New EAV is typically the amount of new construction in the district annually that adds to the overall district valuation. That amount has been down since 2018 and the estimate for the current year is similar to the past two years at approximately \$26 million. The amount of the levy presented this evening would cover more about twice that amount for new growth.
- If our adopted levy request in December is higher than the clerks tax cap calculation, then the levy will be adjusted downward. This is what we anticipate happening if adopted as presented.
- However, if our request is lower than what we are allowed to receive under the cap, we will only receive the levy request.
- There will be an additional opportunity for the Board to review and discuss the levy at the next meeting scheduled on December 6, 2021.
- The Board will be asked to adopt a final levy on December 20, 2021 so that we can file the required documents by the last Tuesday in December.
- The Board will consider adopting any abatements at an upcoming meeting in March 2022.

Board Questions/Comments:

Thank you for this report.

Curious as to how this ties into the five year projection?

Mr. Frances remarked that the five year forecast is built around the assumptions of what we will get in revenue.

We can take additional questions next meeting.

Discussion with Action

Consideration of Board of Education Expenses

These were expenses related to the DuPage Division Dinner.

Donna Wandke made a motion to approve the Board of Education expenses as presented, Tony Casey seconded. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Casey, Cush and Kozminski. Those voting no: None. Motion carried.

2022-2023 and 2023-2024 Calendars

Superintendent Bridges talked about the calendar process. Shared the guidance that we have to follow in order to get calendars created. We have to listen to the State Board of Education, the ROE.

Recommend that we table the discussion of the calendars as we have received some new information regarding the use of eLearning Days.

Board Questions/Comments:

None.

Charles Cush made a motion to table the approval of the 2022-2023 and 2023-2024 calendars, Amanda McMillen seconded. Those voting yes: Cush, McMillen, Fitzgerald, Wandke, Casey, Kozminski and Gericke. Those voting no: None. Motion carried.

Summer School 2021 Review and 2022 Plans

Superintendent Bridges reminded the community that at the November 1 Board of Education meeting, we heard a review of the 2021 Summer of Learning and the plans for the 2022 Summer of Learning. Administration recommended approval of the plans for 2022 Summer of Learning.

Board Questions/Comments:

None.

Joe Kozminski made a motion to approve the plans for the 2022 Summer of Learning, Kristine Gericke seconded. Those voting yes: McMillen, Fitzgerald, Wandke, Gericke, Cush, Kozminski and Casey. Those voting no: None. Motion carried.

Old Business:

None.

New Business

None.

Upcoming Events

Superintendent Bridges noted the calendar of events posted in BoardDocs. November 17 is the Parent collective. Thanksgiving Break and the next Board of Education meetings will be held on December 6 and December 20. We are presently considering no meeting on January 4, 2022.

Adjournment

Donna Wandke moved seconded by Charles Cush to adjourn the meeting at 9:16 p.m. A roll call vote was taken. Those voting yes: Gericke, Kozminski, McMillen, Wandke, Casey, Fitzgerald and Cush. Those voting no: None. Motion carried.

Approved: December 20, 2021

Kristin Fitzgerald, President, Board of
Education

Susan Patton, Secretary, Board of
Education