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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 THE DISTRICT ADMINISTRATION CENTER, 203 WEST  
HILLSIDE ROAD, NAPERVILLE, IL.  
October 16, 2023 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

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### **Call to order**

President Kristine Gericke called the meeting to order at 6:00pm. Board members present: Kristin Fitzgerald, Kristine Gericke, Charles Cush, Amanda McMillen, Melissa Kelley Black, and Joe Kozminski.

Administrators present were:  
Dan Bridges, Superintendent,  
Bob Ross, Chief Human Resources Officer,  
Michael Frances, Chief Financial Officer/CSBO  
Lisa Xagas, Assistant Superintendent for Student Services

### **Closed Session**

Charles Cush moved, seconded by Joe Kozminski to go into Closed Session at 6:00 pm. 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. 09/18/2023, 10/02/2023
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)(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.
4. 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.
5. Pursuant to 5 ILCS 120/2 (c)(10) The placement of individual students in special education programs and other matters relating to individual students.
6. Pursuant to 5 ILCS 120/2(c)(5) The purchase or lease of real property for the use of the school board, including meetings held for the purpose of discussing whether a particular parcel should be acquired.

Those voting yes: Fitzgerald, Gericke, Kozminski, Kelley Black, and Cush. No: None. Motion carried.

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

## **Meeting Opening**

Amanda McMillen made a motion, seconded by Joe Kozminski to return to Open Session at 7:09 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, Kelley Black, Cush, and Kozminski. The motion carried. Absent: Wandke.

## **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, Joe Kozminski, Amanda McMillen, and Melissa Kelley Black. Absent: Donna Wandke.

Student Ambassadors present: Trenton Polk and Olivia Walters

**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 Prairie Elementary School**

**Brian Zallis, Principal of Prairie Elementary School and students introduced themselves and then led the Board of Education in the Pledge of Allegiance.**

## **Good News**

Thank you to the Alliance of Latinos Motivating Action in the Suburbs - "ALMAS" for organizing last week's "SOMOS (we are) Naperville: Growing Diverse Leadership" event. It was a great evening grown out of a partnership between Naperville 203, ALMAS, District 204 and the DuPage Children's Museum.

Mrs. Scott's ELA students at Kennedy Junior High created their own superheroes, wrote scripts, and partnered with their teacher to bring their projects to life using AI!

## **Public Comments**

President Gericke gave the parameters for public comment.

Abbie Moore-concerns around matching students for gifted services. Required to opt in to the testing. I had technical issues and my form was not submitted due to being blocked from my employers firewall. The district is not living up to the mission or belief statements. My son is not able to participate in gifted services.

As a reminder, the Board of Education has designated the Superintendent to respond to public comments.

## Monthly Reports

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

## Board Comments/Questions:

None.

## Action by Consent:

1. **Bills and Claims** from WARRANT NO. 1055068 THRU WARRANT NO. 9000000051 TOTALING \$25,279,424.86 FOR THE PERIOD OF September 19, 2023 TO October 16, 2023.
2. **Adoption of Personnel Report**

	Effective Date	Location	Position
<b>RESIGNATION-CLASSIFIED</b>			
Gloria Rodriguez	9/27/2023	JJHS	Special Education Assistant
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Shirley Villalobos	10/16/2023	ARECC	Special Education Assistant
Tamara Hodaloc	10/16/2023	Ranch View	Special Education Assistant
Tariro Makiwa	10/16/2023	PSAC	Senior Administrative Secretary
Damian Guerrero	10/16/2023	Transportation	Mechanic
Matthew Walsh	10/16/2023	NCHS	2nd Shift Maintenance
Samantha Ogdahl	10/16/2023	Kingsley	Behavior Support Parapro
Amtul Quadri	10/16/2023	Mill Street	Special Education Assistant
Brian Bodine	10/16/2023	KJHS	Special Education Assistant

3. **Board Meeting Minutes 09/18/2023, 10/02/2023**
4. **Closed Meeting Minutes 09/18/2023, 10/02/2023**
5. **Retain/Release Closed Session Minutes as Discussed in Closed Session**
6. **Bid: NCHS Exterior Wall-Windows**
7. **Bid: NCHS Exterior Wall-Air Barrier**
8. **Bid: NCHS Exterior Wall- Masonry**

Joe Kozminski made a motion to approve WARRANT NO. 1055068 THRU WARRANT NO. 9000000051 TOTALING \$25,279,424.86 FOR THE PERIOD OF September 19, 2023 TO

October 16, 2023. with exception of the Closed and Open Session Minutes of 09/18/2023 and item 7.05, seconded by Amanda McMillen. Those voting yes: Kozminski, Kelley Black, McMillen, Gericke, Fitzgerald, and Cush. Those voting no: None. Absent: Wandke. The motion carried.

Joe Kozminski made a motion to approve the Closed and Open Session Minutes of 09/18/2023, seconded by Amanda McMillen. Those voting yes: Cush, McMillen, Kozminski, Fitzgerald, and Gericke. Those voting no: None. Abstain: Kelley Black. Absent: Wandke. The motion carried.

Joe Kozminski made a motion to approve item 7.05, Retain Release Closed Session Minutes as discussed in Closed Session, seconded by Amanda McMillen. Those voting yes: Cush, McMillen, Fitzgerald, Kozminski, and Gericke. Those voting no: Kelley Black. Absent: Wandke. The motion carried.

### **Student Ambassador Reports:**

**President Gericke invited the Student Ambassadors to introduce themselves and tell a little bit about themselves.**

**Olivia Walters-NCHS-Excited to be a student ambassador-wanted to be a leader. Senior, National Honor Society and Senior Class council.**

**Trenton Polk-NNHS-swimmer, peer tutor-excited to represent NNHS as a student ambassador.**

### **Trenton Polk**

#### **Homecoming**

- homecoming assemblies (Olympics + finale)  
Juniors won
- homecoming concert (show choir)
- football game - won against Metea Valley
- twilight run - cross country
- dance - approximately 2000 participants
- Honored Veterans at the football game

#### **Student advisory roundtable / School initiatives**

- Student advisory roundtable
- first meeting 9/28, next meeting on 10/19
- got to know each other, involved students in brainstorming steps towards developing sense of belonging
- upcoming superintendent student advisor meeting
- just had parent teacher conferences
  
- NNHS goals: reduce chronic absences, encourage career pathways + dual credit, improving SAT scores [talk about items from NNHS school improvement plan (to be emailed)]
- Making good progress in SIP

### **Olivia Walters**

- The Cross-Town Classic on September 29 was a success with lots of students participating in school spirit and attending the game. It was an even bigger success with Naperville Central winning against our rivals Naperville North 21-14.
- On October 6, the Naperville Central Varsity Football team defeated DeKalb 42-0 for our Homecoming game. This game also marked the first time since 2018 that Naperville Central has taken home the DVC title.
- Homecoming week was an enormous success with all grades participating in the dress-up days and immersing themselves in school spirit. As a committee member of the senior class council who helped sell tickets during lunch, sales were definitely booming with students from all grades purchasing tickets for the dance. The dance was very entertaining and enjoyable with a cool DJ and other fun activities such as karaoke and Just Dance.
- College visits in our College Career Center have been rampant and filled with loads of information for Naperville Central students who are interested in a further education after high school.
- Also at Naperville Central, winter pre-season sports have been starting up, giving students an opportunity to further immerse themselves in Naperville Central's community.
- Last weekend, our Naperville Central Marching Band hosted the Marching Classic.
- This week, on Wednesday Juniors will be taking the PSAT and seniors will have the day off for a post-high school planning day. I am very excited for this, as I am a senior who is applying to college and definitely could use a day to help organize and plan.
- Thank you for your time and for listening to my report for this month's Board of Education meeting. Go Redhawks!

### **Written Communications**

#### **Freedom of Information Requests:**

NBC 5 Freedom of Information Act-Student Information  
 Central Times Freedom of Information Act-Student Information  
 Innis Freedom of Information Act-Buildings and Grounds Information  
 FOIA Professional Services Freedom of Information Act-Business Office Information  
 Abderhalden Freedom of Information Act-Buildings and Grounds Information  
 Library Freedom of Information Act-Staff Information  
 Krause Freedom of Information Act-CBA Information  
 Prairie State Wire Freedom of Information Act-Student and Staff Information  
 Helm Freedom of Information Act-Communications Information  
 Daily Herald Freedom of Information Act-Buildings and Grounds Information  
 Patel Freedom of Information Act-Curriculum Information  
 Pantaleo Freedom of Information Act-Buildings and Grounds Information  
 Casey Freedom of Information Act-Curriculum Information

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

#### **FY2024-2025 Budget Calendar**

**Superintendent Bridges noted that this calendar has been loaded into Board Docs for you to view. Budget must be approved by the end of September 2024.**

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

None.

## **Enrollment Report**

Superintendent Bridges noted that this update is given after the September 30 enrollment report. The memo with details is included on the agenda in BoardDocs.

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

**We have an increase until we get to the High School level. What are your thoughts on what is the difference?**

Superintendent Bridges noted that the projections from Dr. Kofron have projected that for the last several years.

Mr. Freundt added that there is no one real reason. Perhaps it is because of families who move in and out as well as private schools in the area.

**Do we anticipate some of the increases at the elementary and junior high transferring to the High School?**

Mr. Freundt noted that we anticipate that High School will stay current or decrease over the next several years. The numbers have leveled out since COVID.

**I wonder if this is part of the enrollment cliff, we see in higher education in the next few years.**

**Always very impressed by the enrollment projections. The models seem to always hit the midpoint every time.**

### **President's Report:**

**President Gericke reported on the Division Dinner a couple of weeks ago. Nice that we can have dinner together.**

### **Board of Education Reports:**

**Board member McMillen reported on the NEF meeting where they dove into the Lego League that has expanded to all schools. Offers many benefits to students. The theme this year is masterpiece, inserting art into the robotics. NEF race is this weekend. There are about 200 participants.**

**Vice President Fitzgerald reported on the cohort of individual school board members that she is a part of that is also participating in the IASB and the vision 2030. There will be additional meetings in January and April.**

### **Discussion without Action:**

#### **IASB Resolutions**

**Superintendent Bridges noted that these were shared at the last Board of Education meeting. These will be discussed on Saturday of the Triple I. Administration has reviewed and we find no issues with any of them. This is the meeting where the board can give deeper instructions for Administration to look into. At the November 13 meeting, we will look for action as to what your position will be on the resolutions.**

**Resolution 1, important to support if it is appealed. What is the timeline for making the appeal and getting that information to the Board? This would be an important one to support if they are going to appeal it.**

Superintendent Bridges noted that he could get that answer.

**There might be a timeline that by which they will have to appeal.**

## **Board Questions/Comments:**

### **Knoch Park IGA Agreement**

**Superintendent Bridges noted that in 2019 the District and the Park District entered this agreement. Both sides have had concerns regarding the lack of parking in the park. This is the proposed IGA.**

**Mr. Frances added that the extension of the parking lot would also include the extension of the netting behind the softball field.**

## **Board Questions/Comments:**

**None.**

### **Superintendent Bridges introduced Kevin Wojtkiewicz.**

#### **2023 Review:**

- Good evening and thank you for the opportunity to present the results of the 2023 Summer Learning experiences.
- First, I would like to take a moment to thank all of the summer directors as well as the District and building staff who helped make summer learning a success.
- Our outcomes for tonight are to share an overview of the 2023 experiences for students as well as our plans for Summer Learning in 2024.
- We continue to implement all of our changes outlined in our previous blueprint commitment. We revised our summer learning program to increase access for all students, enhanced the curriculum and instruction to offer both acceleration and essential skill based classes, and partnered with community agencies to reduce barriers so that all students could participate.
- We introduced Asynchronous Fridays, and it was a hit! Not only did it boost student satisfaction, but it also helped with staff recruitment and retention.
- Our Junior High School elective courses saw a surge in enrollment numbers. Online course enrollment continued to thrive, allowing students to access quality education on their terms.
- Our Internship Work-based learning course was a resounding success, providing students with valuable real-world experience. We had nine students enrolled in our inaugural pilot program. The Summer Internship program requires students to intern for a minimum of 60 hours during their six week experience.
- With this first year iteration of the program, we had a variety of College and Career Pathways represented across many area employers.
- IT Programming & Software Development had 6 students employed in the D203 IT department and Constable
- IT Network Systems & Support Services had a student in the D203 IT department
- We had an Ag - Plant Sciences student at Mayneland Farms and Human & Public Services Students focused on a Special Education Pathway at Awesome Life Academy
- This year, we experienced a slight increase in revenue, which could be attributed to steady enrollment and the expiration of free classes offered by the district. While enrollment was lower in some programs than last year, students continue to seek opportunities outside of the regular school year to meet their individual needs and goals. It is crucial to recognize that our revenue remains subject to specific factors that continue to influence our financial picture. Among these factors are Free and Reduced Lunch (FRL) waivers and the Extended School Year (ESY) program. The FRL waivers have been a part of our commitment to supporting families in need. Another component

affecting our financial commitment is the Extended School Year (ESY) program. This program accounts for 83% of the Board of Education's investment, reflecting our dedication to providing valuable education year-round. Section 300.106 of the IDEA requires districts to offer extended school year services when a student's IEP team determines that students require this support to ensure a free, appropriate public education. We continue to monitor the impact of factors such as FRL waivers and the ESY program, as they play a crucial role in shaping our financial landscape.

- This summer, our students experienced an abundance of joy and a deep sense of belonging within our educational community. Notably, our science camp achieved the highest enrollment we have ever recorded, fostering a genuine passion for scientific discovery among our young learners. Music camp was another source of inspiration, allowing students to explore their musical talents and creativity. Our steadfast partnership with the Naperville Public Library brought an extra touch of magic to the summer. Every student had the pleasure of receiving a free book, promoting a love for reading.
- Our Golden Apple Scholars have been instrumental again this summer, gaining valuable teaching experience while providing crucial support to our staff in the classroom. We are proud to maintain our strong partnerships with the Naperville Park District and Champions for after-school care. These collaborations have allowed us to offer a comprehensive range of services to meet the diverse needs of our students and their families.

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

##### **2023 review**

##### **Were the offerings similar to 2022?**

Mr. Wojtkiewicz responded the classes were similar.

**Student progress was great at the Junior High level and that students took advantage of some of the creative classes. It talked about students that participated in literacy and math classes demonstrated a lower proficiency of the essential standards than the previous year. What does that look like and how did that factor into what classes to hold next year?**

Mr. Wojtkiewicz stated the classes we are talking about are the ones who need some extra support in those classes. Had a higher percentage of students who were needier.

**Probably a pet peeve of mine is when we talk about those kids being needy. What is the data that is collected where you know what skills the kids did not hit? Did the programs work?**

Mrs. Willard stated that we review curriculum and standards and we will review to see what we need to do to support our students more. We treat the summer students no differently than students in the regular school year.

##### **When could we expect to hear back? Next year?**

Mrs. Willard remarked these are the same students in our buildings all year long. They are all being monitored daily.

**If we were not successful last year, we should be able to track them all school year.**

Mrs. Willard stated she needed clarity in what is being asked.

**We have students not meeting standards then we need to be addressing that now.**

Superintendent Bridges added that we have teams already addressing those concerns now.

They look to see if it is a curricular or a particular cohort of students. This is the work of the SIP. At times, we target students who are underperforming to attend summer school.

It would be helpful for the board to have that information. This presentation does not show anything about making any adjustments to address issues with student progress. This is a snapshot of the end. We do not know where students entered summer school so they may have made growth.

For ESY, this is measured. The individual numbers tell us what is working.

In terms that in the top of the memo there is a note that the curriculum review is done.

Thank you Mr. Wojtkiewicz for the great work that your team does to offer this program. There are districts close by who do not offer programs like this. SAT prep-there is a little bit of data and we did roll it out during COVID. What kind of data do you have to understand how effective this course is? An amazing resource for those students who need this support.

Mr. Wojtkiewicz stated that we were surprised at the enrollment. Did reach out to Academic Approach for data today. The students do take a pretest and a posttest.

Mrs. Willard added we may be down as we are offering it at both campuses during the school

**Can ESY costs be covered with any additional IDEA funds we could receive?**

Mrs. Xagas responded yes.

**Thank you for the report and the resources. Do you see any concerns in the decrease in enrollment? Is there any way to see any correlation in those schools that have increased enrollment?**

Mr. Wojtkiewicz noted that enrollment is dependent on what plans families have. We do market it as best we can.

Mrs. Willard added there are so many variables so we can work with Dr. Nolten to see how we could use some of that data.

**What are some of the drivers of the cost increases per students?**

Mr. Wojtkiewicz stated the free waiver expired. The cost of ESY also impacts the cost increases.

Mrs. Xagas added that the increased cost for ESY is due to purchased services.

**Happy that we have this resource to offer to our students.**

#### **Recommendations for 2024:**

- Our commitment to nurturing the unique abilities and talents of our students drives us to continuously enhance our summer offerings. To better cater to the diverse interests and aptitudes of our learners, we propose the addition of several Jr. High and high school specialized courses. Each course will focus on a specific area of advanced academics, fostering a holistic and enriched learning experience.
- In partnership with KidsMatter, students enrolling in Survey of Healthcare Careers will receive college credit thru College of DuPage, Complete their Mental Health certification, listen to guest speakers from Edward-Elmhurst Health, Linden Oaks Behavioral Health, and other partners in the mental health/behavioral health field, have Job shadowing opportunities, experiential learnings, and field experiences in Mental and Behavioral Health. Students in the Pharmacy Technician prep course will receive certification, educational experience focused on preparing for the Pharmacy Tech exam, Job shadowing opportunities, experiential learnings, and field experiences.
- A New Jr High literacy course will focus on a deeper understanding of complex themes. Utilizing seminars and debates, students will refine their critical thinking, communication, and persuasion skills. They will discuss complex ethical and philosophical issues within the context of reading and deepen their understanding of societal challenges. A new math class will challenge students with advanced math concepts beyond the regular curriculum, such as algebra, geometry, and statistics. Opportunities for real-world

problem solving will cultivate critical thinking and analytical skills and engage students in logic and reasoning exercises that will further develop their mathematical reasoning and problem-solving abilities. A new STEM Exploration course will integrate reading and math with science and technology.

- By implementing these specialized courses, we seek to create a learning environment that fosters a passion for learning and empowers students to excel in their areas of interest.
- We will continue to ensure the well-being of our students this year. To address high school students' nutritional needs, we will provide daily nutrition for all our high school students. We anticipate the cost of adding high school meals to increase the Board's investment in summer learning by approximately \$50,000 based on 2023 enrollment.
- Due to the additional high school dual credit courses, we will expand our transportation services to provide bussing to the COD campus on Rickert Drive as well as any field experiences that are part of the courses. There is no cost for students to participate in these classes due to the partnership with KidsMatter; however, we anticipate transportation costs to be approximately \$5000.00.
- Feedback from high school staff and students continues to be very positive regarding the four days of in person instruction and the Friday asynchronous learning.
- If approved, our curriculum teams will engage in the continuous process of curriculum review and revision where needed. Our summer school staff will begin to develop communication and finalize registration details to be ready for the registration launch on March 6, 2024. Our team will communicate with building leadership so they can identify and communicate to students and families in need of targeted summer school support. We will actively recruit summer school staff with the goal of fully staffing within district. We are looking forward to continuing to provide summer courses and experiences that reflect best practice, student interest, provides flexibility for students and staff, and ensures support for all.
- When developing the 2024 summer budget, we have taken into consideration the factors that will impact the Board's investment. For the 2024 budget, we assume enrollments in all programs will stay the same or increase. On the revenue side, we anticipate additional tuition due to additional JH classes. Factors impacting our expenses include additional FTE and materials for the expanded course offerings, food service for the high school, and additional transportation needs. With the anticipation of additional expenses, we believe the Board's investment in summer learning will slightly increase from 2023 levels.

**Board Comments/Questions:**

**Are there strategies to get some groups who are targeted to attend summer school?**

Mr. Wojtkiewicz noted we added transportation and food service.

**On Diversity and inclusion committee, is that some type of conversation we can try to get some input on what may be some strategies?**

Superintendent Bridges stated we could certainly do that.

**Thank you to the park district partnership so that we have the wraparound care for families who need it.**

**Happy to see the partnership with KidsMatter, how does this work with what we offer during the school year?**

Mrs. Willard responded that we would see how this program works. These students will get COD credit, as do our students who take Health Occupations during the school year. We hope to be able to increase this next year and maybe add the trades. Next year we will see if this can be dual credit.

**Where are we with the pathways?**

**Superintendent Bridges remarked that we would have a presentation for the Board at a future board meeting.**

**Excites me that we are able to provide for our students.**

**Thanks again for your report.**

**Discussion with Action:**

**IASB Resolutions Delegate**

Superintendent Bridges reminded the Board that we are seeking approval for the delegate for the Delegate Assembly that will convene on the Saturday of the Triple I conference.

**Board Questions/Comments:**

**I would like to nominate Charles. He has done it before.**

**Happy to serve in that capacity.**

Kristin Fitzgerald made a motion to nominate Charles Cush as the IASB Resolutions Delegate seconded by Joe Kozminski. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, and Kelley Black. Those voting no: None. Absent: Wandke. The motion carried.

**Consideration of Board of Education Expenses**

**Superintendent noted the Board of Education expenses listed in BoardDocs. He added that these are to be approved by roll call vote at an open meeting.**

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

**Old Business**

None.

**New Business**

None

**Upcoming Events**

Superintendent Bridges noted the next Board of Education meeting would be held on November 13, 2023 at 7:00pm. Thanksgiving holidays.

**Adjournment**

Amanda McMillen moved seconded by Joe Kozminski to adjourn the meeting at 816 pm. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, McMillen, and Kelley Black. Those voting no: None. Absent: Wandke. The motion carried.

Approved: November 13, 2023

Kristine Gericke, President, Board of  
Education

Susan Patton, Secretary, Board of  
Education