

MINUTES OF A MEETING OF THE BOARD OF EDUCATION,
NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE
AND WILL COUNTIES, ILLINOIS, HELD AT THE ADMINISTRATIVE
CENTER
DECEMBER 5, 2011, AT 7:00 P.M.

- Call to Order President Mike Jaensch called the meeting to order at 6:30 p.m. Board members present: Mike Jaensch, Susan Crotty, Suzyn Price, Terry Fielden, Jim Dennison and Dave Weeks. Absent: Jackie Romberg
- Administrators present were: Mark Mitrovich, Superintendent of Schools; Carol Hetman, Chief Human Resources Officer; and Dave Zager, Assistant Superintendent for Finance; Dan Bridges, Assistant Superintendent for Secondary Education.
- Closed Session Crotty moved, seconded by Dennison to go into Closed Session at 6:30 p.m. for consideration of:
1. Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District 5 ILCS 120/2(c)(1).
 2. The purchase or lease of real property owned by the District 5 ILCS 120/2(c)(5).
 3. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
- Open Session Dennison moved, seconded by Crotty to return to Open Session at 7:07 p.m. A voice vote was taken. Those voting Yes: Crotty, Jaensch, Fielden, Weeks, Dennison and Price. No: None. The motion carried unanimously.
- Roll Call Board Members present were: Mike Jaensch, Susan Crotty, Suzyn Price, Dave Weeks, Jim Dennison and Terry Fielden. Absent: Jackie Romberg
- Administrators present: Mark Mitrovich, Superintendent of Schools; Tim Wierenga, Assistant Superintendent for Teaching and Learning - STEM; Jen Hester, Assistant Superintendent for Teaching and Learning – Humanities; Kitty Ryan, Assistant Superintendent for Elementary Education; Roger Brunelle, Chief Information Officer; David Zager, Chief Financial Officer; Susan Rice, Director of Communications; Raquel Lightbourne-Coley, Director of Community Relations; Dan Bridges, Assistant Superintendent for Secondary Education; Carol Hetman, Chief Human Resources Officer.
- Board President Jaensch suggested that the agenda be altered to move the Superintendent/Staff/School Reports ahead of Public Comment. There were no objections.
- Superintendent/
Staff /School
Reports Superintendent Mitrovich offered an apology for the message and timing of information from the Enrollment Capacity Study Group. He noted that from the beginning of the enrollment capacity study, it was the intent to be highly visible which unfortunately has created anxiety for many people in the community. He stated that the committee's goal is to review all options, even difficult scenarios. Attendance area adjustments are deeply emotional issues that affect relationships that have been developed over time. He noted that moving forward the District will do a better job of getting comments and

recommendations from the committee on the website in a timelier manner. The findings of the committee will be presented to the Board of Education at its Business meeting on Monday, December 19, 7:00 p.m. at the auditorium at Naperville Central High School. The Board will then determine next steps.

Public
Comments

Melissa A. Deegan, a Scott School parent who has had relationships with several schools in the District urged the Board to strive for socioeconomic equality in all schools. She noted that the proposed new school boundary lines would create a greater amount of free and reduced lunch students at Scott School and give River Woods the lowest burden in terms of dealing with at risk students.

It was noted that the supposal the audience is commenting on will not be an option that is presented to the Board for approval.

Chris Hall, an Ellsworth and WJHS parent noted that there is fear, anger and frustration flowing through their neighborhood, which is the embodiment of the neighborhood schools idea. There have been rumors that closing Ellsworth Elementary has been on the District's radar for some time and that the District has been in cahoots with a real estate broker to sell the property for a long time. The District's actions relative to the boundary study have left their neighborhood community surprised and questioning. He noted that with the District facing challenges, communication is mandatory.

It was noted that there are no negotiations going on to sell Ellsworth and Washington. It was also noted that at the Enrollment Capacity Study Group meetings, last week was the first time Ellsworth and Washington were talked about as well as the first time closing schools was discussed. The committee is trying to be transparent while moving the process forward.

Jennifer Kennedy, a Naper and WJHS parent, realizing that this is the beginning of the process, suggested that there is great opposition to closing schools. She urged the Board to keep the integrity of the communities together as much as possible. She noted that the first supposal is not a good representation of the community.

Kevin Sawatsky, a Meadow Glens parent, noted that he understands that the supposal addresses a possibility - his issue is how the supposal was created and the values it represents. He urged that the goals of the supposals be weighted as appropriate and that community is the core of neighborhoods and their activities. Division of communities needs to be taken into consideration when moving students to address capacity.

Susie DuRoss, a Prairie and WJHS parent, noted that there are quite a few problems with the goals of the committee and the supposal. If all day kindergarten is being considered, does it outweigh the other aspects of the community? The perception about students receiving free and reduced lunch is that students are being spread around the District rather than the District educating all students. She noted that Prairie is not represented on the committee and that she would like to hear that schools are not being closed and that a grandfathering plan will be put in place.

Nina Tamburo, Naper parent, spoke against the closure of Ellsworth and WJHS. She indicated that students would be devastated by boundary changes and that the changes would cause long bus rides rather than walking to school. The supposal would destroy a vital downtown community and the partnerships that go to Washington. She requested more viable solutions.

Linda Hanson, Scott School and Madison Junior High parent, noted that the Enrollment capacity study process is insensitive to Naperville residents and that the supposal on the website does not reflect any of the committee objectives. She requested that the next supposal maps be on point with objectives that have been set for the committee.

A Board member requested that the audience show respect for the committee members that they are doing the best they can to look for an equitable solution to get balance in the schools.

Rosemary Ryan questioned that there is not a timeline on the website. It was noted that the committee will report its findings on December 19. After the findings are reported to the Board, there will be open discussions as a Board about moving forward.

It was noted that each school is not represented on the committee. The committee is comprised of a cross section of people from the community at large, parents and staff members.

Kristy Bramlett moved to downtown Naperville so her children would be able to walk to Naper, Washington and North high school. It would be devastating to her family to split her children from their friends as the supposal recommends. She suggested that the elected officials need to be more creative than the supposal. Splitting their neighborhood would take away a major factor in the appeal of her neighborhood.

Lorie Halldow, a Meadow Glens and MJHS parent, supports the goal of balancing enrollment across the District and knows that changes are necessary. She noted that parents are not overreacting in the light of the goals stated on the website for the committee. She hopes that the Board will be respectful of the parents and students in making any decisions.

Barb Vetter noted that she understands that there will be change, but the supposal does not take the committee goal of keeping neighborhoods intact into consideration. She urged that future postings of relevant documents be posted on the website at the same time.

Jeanine Cardot, a Washington parent, questioned why a school on the north side of the District is closing when the overcrowding is happening in the north end of town. She suggested that a grandfather clause be in place for high school students to finish where they are.

A Board member noted that according to the Open Meetings Act, the Board cannot vote on the supposal since it is not listed as an item on the agenda.

Sharon Resak – declined her turn to speak since everything she was planning to say had already been said.

Christine Kilkenny, a Madison Junior High parent, noted that trust in the District is being compromised with the hiring of RSP to draw up and present these maps to the committee. She questioned who hired RSP and if the District could get their money back.

Eric Pfeiffer did not respond when his name was called to speak.

Ron Golminas and Nicole Gilhooly, Prairie parents had similar concerns about why their subdivision would be split and students who are currently walkers would have to take a bus at an additional cost to the District. They strongly urged the Board to keep their subdivision intact. They were especially concerned about changing schools in the middle of their children's elementary education. They asked for a grandfathering clause to keep from disrupting education.

Jean DeBoer, parent of two special needs children at Madison Junior High school, expressed concern about attainment numbers being lowered and goals and interventions being dropped without parental notice. She requested that changes in special education services be made public.

Stephanie Hellen noted that we are in a recession and people do not have as many babies during such a time. Also, people do not move as much in this type economic climate. She urged the Board to keep their sights on down the road when things start to get better economically.

Chris Reidy expressed concern that there are real issues pertaining to overcrowding in some of the elementary schools. Too much weight is being put on demographic studies, the last of which was off by multiple percentages. He urged the Board not to base decisions on demographic trends that are not accurate.

It was noted that the district does have written policies and criteria for Special Education eligibility. The process in general has been publicized to families since the beginning of the school year through building level meetings with parents and staff and by walking parents through the process.

Jim Giovance, educator at the high school level, noted that there are social emotional components to take into consideration with the supposal. He questioned whether the District has enough staff such as therapists and psychologists to help all the students who will be emotionally affected by the proposed boundary changes.

Shay Pendergrass, high school student, urged the Board to think back to their high school days and the encouragement they received from their best friends. She requested that the Board think about the students and their feelings when making boundary decisions.

Board members thanked the parents for coming out to express their concerns

and speak up about what they stand for. They apologized for the frustration and anxiety this has caused and urged the community to trust the Board to do the right thing going forward. The committee will communicate their findings to the Board at its televised December 19 Board of Education meeting. It will be held at the Naperville Central High School Auditorium, 7:00 p.m. The Board will then discuss how to move forward.

Following a short break, the meeting resumed at 8:40 p.m.

Superintendent/
Staff/ School
Reports

Update on Diversity Task Force

Carol Hetman stated that several months ago seven individuals, herself, Dick Howard, Mark Mitrovich, Raquel Lightbourne-Coley, Susan Rice, Kate Foley, and Kitty Ryan met to review the various District initiatives, past and present, related to diversity. They reached out to all the schools to talk about what is happening at the school level. They discovered that there are quite a few common initiatives in the buildings and identified five strands to investigate and develop.

Last week all staff members, in particular those who have strong feelings about diversity, insights based on personal history, or have previously participated in activities to increase cultural sensitivity in a workplace or community were invited to consider taking part in the District's Diversity Initiative. A meeting will be held on Thursday, December 8, 3:30 – 5:00 p.m. at the Administration Building to help understand our current culture around diversity. The intent is to form five subcommittees from the initial meeting. Each group will be facilitated by a District administrator and charged with forming goals to report back to the steering committee. A solid plan will be formed that reflects where we hope to be in the future. The plan will be presented to the Board in late spring with programs and initiatives set up by the next school year. The long range goal is dissolution of the committee because diversity becomes part of the culture of the District.

Business Partnership Program Follow-up

Raquel Lightbourne-Coley noted that the Business Partnership Executive Council met last week to discuss goals and expectations including the status of partnerships. She read the Mission Statement, and reviewed the Goals and Expectations. Members of the Executive Council will adopt schools and be a resource for them. The status of partnerships in the District was discussed. There are 252 partnerships on record; 130 inactive and 122 active partnerships that are engaged in work with schools.

Roger Brunelle explained a new on-line talent bank project that is being developed called LINC 203. The basic premise is to find and connect key District and community resources to identify and leverage our collective knowledge and skills. It will be accessible and easy to navigate and a valuable tool if kept current.

We have received lists of active partnerships from all principals and will make an effort to review why some former partnerships have become inactive. We would rather have a smaller number of effective partnerships, than a long list of inactive ones. The next meeting of the Business Partnership Executive Council

is Tuesday, December 20. At the Board's March or April meeting, the Executive Council will present the Board with solid expectations of the mutual benefits of each of the active partnerships, and update the Board on the use of LINK 203. It was determined by the Business Partnership Executive Council that the current Board Policy, as reviewed at the last Board of Education meeting, is adequate with the potential for changes in the future.

Foreign Language Programs in the District

Superintendent Mitrovich noted that with regard to foreign language programs articulating up to the high school level from middle school, we have been receiving some assistance from Dr. Carl Falsgraf, who has expertise in this area. Dr. Falsgraf is from the University of Oregon and spent a day in the District about three weeks ago to look at the programs we are offering. He is working to develop an outline of a program to expand our offerings K - 12. He is also assisting in the development of a parent survey. He is planning to make a presentation to the Board at its meeting on January 9, 2012. He will review the work he has done and present his detailed outline which will be implemented following curriculum development and staffing. Intense research on curriculum development is currently taking place. Information about Dr. Falsgraf, his work and prior experience will be sent to the Board before the meeting he will attend.

Update – Committee for Professional Innovation (CPI)

Carol Hetman noted that during the Board's last negotiations with NUEA, it was agreed that a committee would be established to look at ways to approach staff development and other issues. The members of the committee are: Susan Stuckey, Kevin Pobst, Dave Zager, Dan Bridges, Carol Hetman, Kathy Duncan, Mark Bailey, Dan Iverson, Vicky Ross, Jeff Van Harlingen, Marissa Rakes, and Lisa Wisniewski. They have been meeting for several months. The traditional model has been used throughout the country for many years and has often been about individuals improving themselves but was not highly aligned with improving the organization as a whole. The committee worked to develop a more strategic approach for a high quality professional development program. In designing the new model the committee educated themselves and discussed issues, other models and examples. They worked to create a model that has a significant relationship to their jobs and student learning. They came to agreement on a model that was explained to the Board from a chart entitled CAREER 203. The chart depicted four career paths; Teacher-Leader, Expert Teacher, Master Teacher, and Research Teacher. There is also an individualized career planning path that would be proposed by the educator in conjunction with their principal. The paths had "bricks" or accomplishments that can be achieved, moved between the paths and accumulated to work toward different levels and increased compensation. Mrs. Hetman noted that there is more work to be done and many considerations to take into account including payment and the formation of a time line. The relationship of this new model to the current salary schedule is among the considerations. Feedback will be gathered through focus groups and the model revised as necessary. The committee will report back to the Board in spring prior to summer break. Board members discussed the importance of moving forward on this initiative. It creates a real career path model for teachers and will be a great incentive for teachers to stay in the District. It is an opportunity to greatly

impact the teachers who are influencing our students. Mrs. Hetman thanked Gretchen Weber from AIR who has been invaluable in monitoring this cohesive journey.

Action by Consent The following items were presented on the Consent Agenda:
1. Personnel December 5, 2011
Appointment- Certified (Part-Time)
Pamela Nevers October 3, 2011 to May 29,2011, NNHS French (20%)
Leave Of Absences - Certified
Susan Spurny 2012/2013, (full school year), WJHS, General Science
2. Student Discipline as discussed in Closed Session

Price made a motion to approve the Consent Agenda as presented. Dennison seconded the motion. A roll call vote was taken. Those voting yes: Price, Dennison, Fielden, Crotty, Weeks and Jaensch. No: None. The motion carried.

Discussion With Action **School Improvement Plans and Executive Summaries**
Tim Wierenga noted that each year every school presents executive summaries of the work culminated along with school improvement plans for next year for approval by the Board. Weeks made a motion to approve the Executive Summaries and School Improvement Plans as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Price, Dennison, Fielden, Crotty, Weeks and Jaensch. No: None. The motion carried

Discussion Without Action

Old Business

New Business

Upcoming Events December 19, 2011, Board of Education Business Meeting, 7:00 p.m.
Naperville Central Auditorium.

Adjournment Crotty made a motion to adjourn at 10:26 p.m. Dennison seconded the motion. A unanimous voice vote was taken.

Approved December 21, 2011

Michael Jaensch, President
Board of Education

Ann N. Bell, Secretary
Board of Education