
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT THE ADMINISTRATION CENTER, 203 W. HILLSIDE ROAD, NAPERVILLE, IL.
August 5, 2019 AT 7:00 P.M., CLOSED SESSION 6:30 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 6:30pm. Board members present: Kristin Fitzgerald, Kristine Gericke, Janet Yang Rohr, Paul Leong, Donna Wandke, Charles Cush (arrived at 6:35 pm).

Administrators present were:

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

Closed Session

Janet Yang Rohr moved, seconded by Paul Leong to go into Closed Session at 6:30pm. for consideration of:

1. Pursuant to 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District.
2. Pursuant to 5 ILCS 120/2(c)(11) Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal.

Meeting Opening

Joe Kozminski made a motion, seconded by Charles Cush to return to Open Session at 7:00pm. A voice vote was taken. Those voting yes: all 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, Paul Leong, Joe Kozminski, Kristine Gericke and Janet Yang Rohr, Charles Cush.

Student Ambassadors present: None.

Administrators present: Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Elementary Education, Christine Igoe, Assistant Superintendent for Student Services, Rakeda Leaks, Executive Director of Inclusion and Diversity, Sinikka Mondini, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, Nancy Voise, Assistant Superintendent for Secondary Education, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

Pledge of Allegiance

Led by the Board of Education

Good News

Superintendent Bridges noted that school starts in just over a week.

Public Comment:
None

Action by Consent:

1. Adoption of Personnel Report

	EFFECTIVE DATE	LOCATION	POSITION
APPOINTMENT-ADMINISTRATION			
Christine Ernst	12-Aug-19	JJHS	Interim Assistant Principal
RESIGNATION-CERTIFIED			
Julio Fernandez-Ibarra	24-Jul-19	NCHS	Social Science
Ian Jones	11-Aug-19	JJHS	Math Intervention Specialist
Sarah Tibbott	11-Aug-19	Ellsworth	EL
APPOINTMENT-CERTIFIED FULL-TIME			
Emily Bauer	8/12/19-12/20/19	NCHS	Communication Arts
Claire Kennedy	12-Aug-19	NNHS	Social Science
Kyle Kowalski	12-Aug-19	NNHS	General Technical Arts
Lindsay Pennings	12-Aug-19	JJHS	Math Intervention Specialist
Hannah Rajkovich	12-Aug-19	NCHS	Learning Behavior Specialist
Nicole Schertz	12-Aug-19	NCHS	Learning Behavior Specialist
Abigail Zeeb	12-Aug-19	Highlands	3rd Grade
APPOINTMENT-CERTIFIED PART-TIME			
Jaclyn Adamczyk	12-Aug-19	NCHS/NNHS	Learning Behavior Specialist (80%)
Patricia Handel	12-Aug-19	WJHS	Learning Behavior Specialist (50%)
Marianne Kelley	12-Aug-19	NCHS	504 Coordinator (50%)
Dana Loughlin	12-Aug-19	WJHS/NNHS	Physical Education (80%)

Michael Miceli	12-Aug-19	NCHS	Mathematics (50%)
Mary Miller	12-Aug-19	NCHS	Art (40%)
Theresa Moen	12-Aug-19	Student Services	Speech-Language Path Bilingual (60%)
Helen Oh	8/12/19-12/20/19	NNHS	Consumer Education (80%)
Kristen Reichel	12-Aug-19	Maplebrook	Learning Behavior Specialist (50%)
Rodney Ross	12-Aug-19	NCHS	Social Science (20%)
REVISED CONTRACT-CERTIFIED FULL-TIME			
Kristine Herrell	12-Aug-19	Mill Street	School Psychologist
Tabitha Kahl	12-Aug-19	NCHS	Learning Behavior Specialist
Vicki Roberts	12-Aug-19	Mill Street	Learning Behavior Specialist
RE-EMPLOYMENT-CERTIFIED FULL-TIME			
Anthony Pellegrini	12-Aug-19	NNHS	Science
RE-EMPLOYMENT-CERTIFIED PART-TIME			
Janice Benson	12-Aug-19	Beebe & Elmwood	Music-Vocal (32%)
Carla Cumblad	12-Aug-19	Student Services	ALOP (40%)
Hannah Westlove	12-Aug-19	Beebe, Ellsworth, Elmwood	Physical Education (44%)
EMPLOYMENT OF INTERNS-CERTIFIED			
Aubrey Simons	12-Aug-19	Student Services	School Psychology Intern
LEAVE OF ABSENCE-CERTIFIED			

Anna Quinn	12/9/19 – 5/22/20	NCHS	Learning Behavior Specialist
RESIGNATION- CLASSIFIED			
Janessa Davis	5-Aug-19	Mill St.	Special Education Assistant
Priscilla DeSalvo	31-May-19	River Woods	Dual Language Assistant
Megan Kamm	17-Jul-19	Scott	Instructional Assistant
Brian Kelly	16-Aug-19	NNHS	Maintenance
Carol Naughton	2-Aug-19	NNHS	LRC Assistant
Laura Neustadt	29-Jul-19	Mill St.	Instructional Assistant
Kendra Panek	1-Aug-19	Lincoln	Health Technician
Shelby Reynolds	2-Aug-19	Meadow Glens/Ranch View	Custodian
Kenan Yargicoglu	26-Jul-19	NCHS	Computer Support Associate
REASSIGNMEN T-NON-UNION CLASSIFIED			
Kim Truppa	5-Aug-19	PSAC	Digital Applications and Virtual Learning Manager
EMPLOYMENT- NON-UNION CLASSIFIED			
Dennis Chase	12-Aug-19	PSAC	Employee App Support Analyst
Robin Christensen- Greene	12-Aug-19	Transportati on	Safety Coordinator Trainer
EMPLOYMENT- CLASSIFIED FULL-TIME			
Alima Binkowski	14-Aug-19	JJHS	Special Education Assistant
Heather Carbonel	14-Aug-19	Scott	Special Education Assistant
Erica Carr	14-Aug-19	Beebe	Special Education Assistant

Jodi Clark	14-Aug-19	Kingsley	Special Education Assistant
Stephanie Cowan	14-Aug-19	Elmwood	Special Education Assistant
Sean Culp	14-Aug-19	NNHS	Special Education Assistant
Jennifer Dodson	14-Aug-19	Meadow Glens	Special Education Assistant
SuAnn Forthaus	14-Aug-19	Scott	Instructional Assistant
Jennifer Foster	14-Aug-19	Maplebrook	Special Education Assistant
Sara Garcia	14-Aug-19	ARECC	Special Education Assistant
Elizabeth Horky	14-Aug-19	Ellsworth	Special Education Assistant
Kaitlyn Jordan	14-Aug-19	Naper	Special Education Assistant
Samantha Kiesau	14-Aug-19	Steeple Run	Special Education Assistant
Brittany Kozielski	25-Jul-19	MJHS	Senior Secretary
Mary Lenk	14-Aug-19	NNHS	Special Education Assistant
David Loudon	12-Aug-19	Transportation	Bus Driver
Suzanne Martin	14-Aug-19	ARECC	Special Education Assistant
Vinita Naik	14-Aug-19	Maplebrook	Special Education Assistant
Monica Neill	14-Aug-19	Beebe	Instructional Assistant
Emily Neis	14-Aug-19	Steeple Run	Special Education Assistant
Lindsay Papesh	14-Aug-19	NNHS	Special Education Assistant

Georgina Petrik	14-Aug-19	River Woods	Special Education Assistant
Melissa Pytlak	14-Aug-19	Ellsworth	Special Education Assistant
Kristine Rang	14-Aug-19	Kingsley	Special Education Assistant
Ashley Seaman	14-Aug-19	NNHS	LRC Assistant
Brianna Scavone	14-Aug-19	ARECC	Special Education Assistant
Pelin Senol	14-Aug-19	Elmwood	Special Education Assistant
Washina Slaughter	12-Aug-19	Elmwood	Custodian
Elizabeth Steffeter	14-Aug-19	Elmwood	Instructional Assistant
Susanne Swarm	14-Aug-19	River Woods	Special Education Assistant
Lane Williams	12-Aug-19	Transportation	Bus Driver

2. Resolution to Approve Treasurer’s Participation in “The Fund.”

3. Compensation

Charles Cush made a motion to approve the Consent Agenda as presented, seconded by Kristine Gericke. Those voting yes: Cush, Leong, Yang Rohr, Fitzgerald, Wandke, Kozminski and Gericke. No: None.

Student Ambassador Reports

None.

Superintendent/Staff/School Report

This week we welcomed 100 new educators with a two-day introduction to the District focused on teaching and learning, SEL, technology and school safety. This learning kicked off our comprehensive system of support for all new educators. As new educators in our district, staff will be provided a mentor and ongoing professional learning to support best practice and help transition to District 203. Friday, August 9 is our New Teacher Breakfast at Meson Sabika starting at 8:00am. This group of educators are eager learners and looking forward to the coming school year. We are excited to have them join our team!

President’s Report

Board of Education Reports

President’s report

Mrs. Fitzgerald noted that LEND will be conducting a property tax relief task force forum on October 25.

Discussion without Action

Data Dashboard

Dr. Patrick Nolten, Assistant Superintendent for Assessment and Accountability led conversation with Board of Education to understand the who, what, where and why of a data dashboard. He mentioned that the memo in Board docs is a starting point for a conversation on Data Dashboards. Dr. Nolten shared the ILreportcard.com as an example of a dashboard as it shows information on all public schools in IL. This is an evolving site. This is loaded with the school districts data in late October. There are many ways to look at the data, some are listed here:

- Can look at data by school, grade level and subject and can add demographics.
- There is a section on Evidence based funding.
- Can see teacher demographics.
- Attendance of both students and teachers.
- Salary data.
- Can get an “at a glance” snapshot of a particular school.

Superintendent Bridges noted that this is a good place to start the conversation.

We need to define who is our audience? The Board want it to be easily accessible to both the Board of Education members and the community.

The Board will need to think about what data they would like to see tracked.

The prevailing thoughts are that it should be:

- Driven by our Focus 2020, our goals and initiatives
- Tied to the mission statement
- What will be our metrics for each component?
- Would like the data to be available to people outside of our community as a way of advertising
- Showcase all that we are proud of: athletics, academics, quality work of teachers and students
- School Improvement Plans
- Make the language simple for all to understand
- Narrative to make data meaningful, a mixture of graphs and narrative
- Links to Board reports for goals/commitments that don't have a data point
- Comparison to other districts
- Showcase some things we have been pioneers in; SEL.

Superintendent Bridges asked what is the expectation of keeping the information current?

That may need to evolve over time.

Discussion with Action

Breakfast Pilot and Update

Superintendent Bridges invited Assistant Superintendent Chuck Freundt and Director of Finance & Support Services Melanie Brown to walk thru the Breakfast pilot update.

Over 200 students were provided a breakfast each day across all the pilot schools.

Administration is recommending a continuation at Mill Street, Scott, Madison and Jefferson.

There are sufficient funds to cover this continuation.

- During our presentation, we plan to summarize the breakfast pilot program as it has been over six months since our initial presentation in January. We also will share what we learned from our pilot, the financial cost of the pilot, and our recommendations for future state.
- Starting last February, we provided a breakfast option to all students at Mill Street, Scott, Jefferson and Madison. Breakfast was available daily to students through the end of the school year. The cost for breakfast was set at \$1.50 for middle school students and \$1.40 for elementary students. Students who qualified for free or reduced lunch also qualified for the same for breakfast.

- The proof of concept was to gather participation data and perception from our students, staff, and parents. Having accurate data results in a more competitive bid price for the breakfast program portion of our bid.
- Over the past 20 years, our district has seen a significant rise in the number of students who qualify for free or reduced lunch.
- Each morning, students had the option of a hot or cold breakfast option. At the middle school level, breakfast carts were available for students as they entered school. At the elementary level, we required students to start in their homerooms and consume their breakfast there under the supervision of the classroom teacher.
- In order to help us evaluate the breakfast pilot, we reviewed participation data and surveyed our students, parents and staff.
- The survey also provided students an opportunity to provide comments that would help us improve the breakfast service. Most of the comments focused on increasing the window of time breakfast is available and having more and healthier options.
- A significant percentage of parents support having breakfast served at school. Those who selected “undecided” tended to be respondents whose children did not participate.
- When asked about ways we can improve the breakfast program, parent comments included:
 - Having more and healthier options
 - Ability for parents to block student access to breakfast
 - Not eating during the instructional day
 - Increasing breakfast time
- Aramark does follow the national school lunch program which has specific federal requirements regarding nutrition.
- The staff are very supportive of providing breakfast to our students. While there was some downside to serving breakfast during the morning routine, almost all staff note that the positives far outweigh any potential negatives.
- Staff comments have us looking at menu options and location for elementary breakfast.
- “I was thrilled when I heard about the possibility for the breakfast program at first! As a classroom teacher with a great number of free and reduced lunch students in my classroom, I know for a fact that all of my students were not eating breakfast before coming to school. Now, students are coming to my classroom earlier instead of just chatting in the halls to grab their breakfast and then continue their conversations. I had parents personally thank me for informing them of this great breakfast program the district was piloting and students telling me how excited they are that "they can actually eat their snack for a snack." Please continue the breakfast program!”
- “Before the breakfast program, we gave out breakfast daily from the health office. We supplied breakfast for 60-135 students a month before this program was implemented. With the program we went down to only about 15-20 students a month.

Questions/Comments:

Superintendent Bridges recognized Nicole Grosh, General Manager of Aramark.

Would like to have hard data on improved academic performance and improved behavior. That would be a bigger reason to support expansion of this program.

Dr. Nolten mentioned that we can look at the participating students’ performance on the IAR tests.

Would like to see the estimate on what will be reimbursed from Federal Funding if we continue it beyond the pilot.

The reimbursement rates have not been published yet but as soon as we have them we can share those numbers.

What was the cost savings in the reduction of the health office?

Those breakfasts were funded by NEF so that would give them more money to spend somewhere else.

We would like to expand the pilot so that we can have more data so that we can add everything we need in the bid.

Thank you for highlighting the positive results. How do you hope to expand participation?

We noticed a couple of weeks where participation increased so we will be looking to see why that occurred. What was the menu and marketing? We will really be looking at what is working and what is not.

The Board liked the idea of increased time for the meal at the Elementary. Are you looking at a lunch supervisor in order to make that happen?

We are in conversations with Principals to see how the best way to run that will be.

Donna Wandke made a motion to approve expanding the Breakfast Pilot, seconded by Joe Kozminski. Those voting yes: Leong, Kozminski, Wandke, Cush, Gericke, Yang Rohr and Fitzgerald. No: None.

Old Business

None

New Business

None

Upcoming Events

August 9 New Educator Breakfast

Educators are back on August 12

School starts August 15

Intergovernmental Dinner August 28

Glenbard Parent Series is holding a Community Conversation about Suicide from noon -1:30 on August 28.

Adjournment

Donna Wandke moved seconded by Charles Cush to adjourn the meeting at 7:54 pm. A voice vote was taken and the motion carried unanimously.

Approved: August 19, 2019

Kristin Fitzgerald, President, Board of Education

Susan Patton, Secretary, Board of Education