
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, 201 North Washington Street, NAPERVILLE, IL 60540
November 1, 2021, AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 6:00 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Donna Wandke, Joe Kozminski, Tony Casey, Amanda McMillen, and Charles Cush (via phone at 6:04pm)

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

Chala Holland, Assistant Superintendent for Administrative Services

Closed Session

Kristine Gericke moved, seconded by Joe Kozminski to go into Closed Session at 6:00 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 of the District or legal counsel for the District.
2. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the public body and its employees or their representatives.
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)(9) Student Disciplinary Cases

Meeting Opening

Joe Kozminski made a motion, seconded by Kristine Gericke to return to Open Session at 7:03pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, Casey, Wandke, and Kozminski. 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, Kristine Gericke, Charles Cush, Donna Wandke, Amanda McMillen, Tony Casey, and Joe Kozminski.

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, Stephanie Posey, Assistant Superintendent for Secondary Education, Bob Ross, Chief Human Resources Officer, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

Donna Wandke made a motion, seconded by Tony Casey to allow Board Member Charles Cush to join the meeting via phone. Those voting yes: Kozminski, Casey, McMillen, Wandke, Gericke and Fitzgerald. Those voting no: None. The motion carried.

Pledge of Allegiance

Led by the Board of Education

Good News

- Highlands Elementary Art Teacher Kyle Wood has created an art-focused podcast that is now featured on the website of Art Explora, an international organization that strives to make quality art education accessible to everyone. The podcast -- which explores visual arts in an audio medium -- began as a learning experience for Mr. Woods so he could teach podcasting to his students. The podcast is available on Apple, Spotify and all other major platforms.
- Congratulations to the Naperville Central and North student-musicians who will be representing Naperville 203 at the upcoming Illinois Music Education Association Senior District 9 Music Festival. The student were selected from our high school orchestras, choirs and bands. The students will be representing our district during the Senior Concert Festival on November 13 and the Senior Jazz Festival on November 20.

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.

Beth Griffith-NESPA Health Tech NCHS-Support for NESPA staff during contract negotiations

Karen Carlson NESPA Paraprofessional. Support for NESPA staff during contract negotiations.

Sheri Prater- product of Naperville 203 schools as have all of my children. Support for NESPA staff during negotiations.

Caitlin Swinford-NCHS- Support for NESPA staff during contract negotiations.

Logan Aschom-IT support professional for the last three years. Support for NESPA staff during negotiations.

Donna Moder- Support for NESPA staff during negotiations.

Carol Higgins- NUEA 1st VP. Support for NESPA staff during negotiations.

Max Jenx- LJHS Paraprofessional. Support for NESPA staff during negotiations.

Kristine Rang- 21 year resident. Support for NESPA staff during negotiations.

Mark Baker-Naperville resident. Support for NESPA staff during negotiations.

Kanchan Bhala-Special Ed MG-blue Ribbon School- Support for NESPA staff during negotiations.

Anvil Bhala- husband of longstanding employee, Support for NESPA staff during negotiations.

Danielle Nolin- Support for NESPA staff during negotiations.

Maylene Landi-Health Tech for 15 years. Support for NESPA staff during negotiations.

Barb Foss-Health Tech for 15 years at Meadow Glens. Support for NESPA staff during negotiations.

Amy Auerbach- Support for NESPA staff during negotiations.

Susan Hoffman- Secretary at WJHS- Support for NESPA staff during negotiations.

John Blakey- Awake Illinois. Thank you for the meetings we have had on CRT and the community forum at KJHS. Panorama survey. Read several of the questions. Where is the focus on academics and not on racism? He suggested many questions around mandates and shutdowns. We are not preparing our kids for the real world.

Emmery Clemmens-advocating for the removal filters for students while searching on Chromebooks. I have seen very little change. There has been no other movement. This is not a filter, it is a culture. The erates create biases. Please give our parents the opportunity to turn these filters off. Let us be the district to lead the change. Well past time for us to change.

Shelly Mutrie-Parent at NNHS- elearning instruction available when in person learning is not an option. Live instruction is not available and it hurts the students who are in quarantine. No one wants online learning as a typical day. We should make this available to students.

Phoebe Conner Support for NESPA staff during negotiations.

David Kushner-thank you for this tough job. We moved to Naperville because of the schools. I don't mind spending the money on taxes because of what students receive. I am a special ed aid at NCHS and I love what I do. These kids need so much attention and understanding. These people deserve a big increase in pay.

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.

Action by Consent:

1. Adoption of Personnel Report

	Effective Date	Location	Position
RESIGNATION-CERTIFIED			
Amy Parry	11/8/2021	WJHS	Vocal and General Music
APPOINTMENT-CERTIFIED FULL-TIME			
Maria Harvey	10/27/21 - 5/27/22	NNHS	LC - Teacher
REVISED CONTRACT-CERTIFIED FULL-TIME			
Angela Vock	8/16/2021	NCHS/NNHS	Foreign Language-French
LEAVE OF ABSENCE-CERTIFIED			
Amanda Mennella	3/24/22 - 5/11/22	Lincoln JHS	Science
RETIREMENT-CLASSIFIED			
Sheryl T. Murray	1/5/2022	Lincoln	Senior Secretary
RESIGNATION-CLASSIFIED			
Maria Harvey	10/26/2021	NNHS	LRC Library Assistant
Marian Y. Lasala	10/29/2021	Steeple Run	Dual Language Assistant
Nicole C. Baron	10/15/2021	NCHS	Senior Secretary
Shannon M. Merlin	12/21/2021	Kennedy	Special Education Assistant
Wendy Quiroz	11/5/2021	PSAC	Senior Administrative Secretary
EMPLOYMENT-CLASSIFIED FULL-TIME			
Daysi A. O'Connor	11/1/2021	Maplebrook	Special Education Assistant
Eileen T. Orsay	11/1/2021	Building & Grounds	Senior Secretary

Jason N. Domzalski	11/1/2021	NNHS	Computer Support Associate
Jesika L. Rodriguez	11/1/2021	Elmwood	Instructional Assistant
John R. Alesia	11/1/2021	Elmwood	Computer Support Associate
Julie M. McCalmont	11/1/2021	Madison	Special Education Assistant
Syeda R. Khan	11/1/2021	Elmwood	Special Education Assistant
LEAVE OF ABSENCE-CLASSIFIED			
Mitalben B. Khokhani	11/9/21 - 5/27/21	Madison	Special Education Assistant

2. Substitute Compensation
3. RFP 403b Third Party Administrator
4. Student discipline

Joe Kozminski made a motion to approve the Consent Agenda with exception of Substitute Compensation, seconded by Tony Casey. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, Casey and Wandke. No: None.

Substitute Compensation

Board Questions/Comments:

Superintendent noted that this compensation method is being presented for approval to help with the difficulty of hiring substitute teachers.

Do you see this as a way to start to stem that tide?

Superintendent Bridges stated that we hope it does.

Tony Casey made a motion to approve Substitute Compensation, seconded by Donna Wandke. Those voting yes: Cush, Casey, Fitzgerald, Wandke, Kozminski, McMillen and Gericke. No: None.

Superintendent/Staff/School Report

Test to stay begins for K-6 tomorrow. Students will be tested on days 1, 3, 5 and 7. If weekend testing is needed, it will need to take place on the next weekday. If this doesn't bring the desired results, we will look at other learning options.

Will those who opted out for testing earlier be allowed to participate?

Superintendent Bridges stated yes, there would be some paperwork that will need to be completed.

President's Report

President Fitzgerald read the following regarding the NESPA negotiations:

Naperville 203 and the Naperville Education Support Professionals Association, NESPA, are continuing the process of negotiating a new contract.

The Board of Education and District 203 Administration remain extremely thankful for its valued support personnel, who are continuing to work under the terms of their previous contract. We understand how much the pandemic challenges have affected our hard-working staff.

Both sides have exchanged proposals on all matters, including compensation, and are making strides toward an agreement that will provide NESPA members with a total compensation package that is both competitive with neighboring school districts, and includes a fair rate of pay and benefits package.

Negotiations will continue on Wednesday and Thursday, November 3rd and 4th, with 2 half-day sessions. We appreciate the patience of our staff and our community as we work together to achieve a contract with our NESPA staff that is both financially responsible and indicative of the value we place on our District 203 staff members.

Board of Education reports:

None

Discussion without Action

2022-2023 and 2023-2024 School Calendars

Superintendent Bridges noted that these are draft calendars. We have previously reviewed the criteria. We are continuing to sort thru the information of the use of eLearning Days on election days.

Board Questions/Comments:

Using eLearning on election days, will we have that information before we have to approve?

Superintendent Bridges noted yes, we would have that information.

Have we considered the use of Indigenous People's Day as a conference day?

Dr. Nolten stated that the preference was to do conferences on a Thursday and Friday.

I am thrilled with the balance of 4 days and 2 days between the semesters.

Tentatively scheduled for action on November 15.

Summer School 2021 Review and Summer School 2022 Plans

Kevin Wojtkiewicz thanked all summer staff.

- 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 align with the overall curriculum and offer both acceleration and essential skill based classes, and partnered with community agencies to reduced barriers so that all students could participate.
- In 2021, summer learning returned to in-person learning. While a small percentage of students participated in remote learning, the overwhelming majority of students participated in-person. Elementary registration increased, JH numbers returned to pre-COVID levels, and high school registration remained steady from 2020. High school students took more elective courses than in previous years and the enrollment in our SAT prep class doubled from the previous year. Nearly 1300 students took the District up on their offer for a free class this summer. Summer learning was able to resume community partnerships with the Naperville Park District, Champions, and the Alive Center to provide after school care for students.
- The total District investment in summer learning for 2021 was reflective of the number of students using the free class option, students qualifying for free waivers, and decrease in the amount of federal funding resulting in lower than normal revenue. In addition, factors such as additional staffing to meet COVID safety protocols and student social emotional learning needs and additional elementary sites resulted in costs that were typical for a normal summer learning year. Lower revenue and near normal costs resulted in a higher than normal Board investment in summer learning.
- There was much to celebrate as part of summer learning in 2021. Enrollment in some of our new classes including Digital Art, Beginning Ukulele, and Intro to beat making and digital sound production met or exceeded our expectations.

- Staff continued to shine by being present for our students, providing them with the academic and social emotional support they needed after a difficult year. We continue to be grateful to the many staff who are committed to our students in the summer and look forward to welcoming staff back in 2022 who needed a breather from the rigor of the 2020-2021 school year. Safety continued to be a high priority for students and staff. Data demonstrates that elementary students mastered the essential standards upon completion of the course at a level comparable to or better than results from 2019, which was the last year of in-person instruction and the majority of high school students earned a C or better in their courses representing an increase over 2019, the last year for in-person instruction.

Board Questions/Comments for the 2021 report

No questions

Plans for the 2022 Summer of Learning Program

- At the conclusion of the 2019 Summer Learning Sessions, all summer learning staff and high school students were invited to participate in a survey to provide feedback on the future of summer learning. We are excited about some course additions and structures that we are proposing for the summer of 2022 that incorporate many of the ideas from the 2019 committee work.
- At the K-8 Level, we are recommending that summer learning be able to implement the previously approved recommendations, from the summer of 2020, where possible. We feel the recommendations from 2020 continue to be applicable to the needs of students and staff. In addition, data continues to show that 4th grade participation is our lowest in elementary grades. We propose an additional course in Robotics for 3rd and 4th grade students to promote additional interest in our programs for those grade levels and increase STEM learning and engagement at this level.
- In summer 2022, we are excited to offer some short career exploration experiences for our junior high students. We are adding three more career areas to the menu of offerings. We will extend offerings in STEM with our robotics course. Students will learn concepts and work within teams to solve challenges. We will also add an offering in the Culinary Arts. Students will learn in an environment much like the reality TV shows of Cupcake Wars or Chopped. In the new Agriscience workshop, students will explore the world of Animal, Plant, and Food Sciences. We will incorporate authentic opportunities for students through projects, guest speakers, mentors, and field trips. Our goal is exposure and learning centered in specific career pathway areas.
- For High School in 2022, we are recommending a similar structure for in-person learning, Monday-Thursday. To ensure students have enough time to properly engage with and learn their content, we recommend Fridays be asynchronous. Teachers will be available on Fridays to provide support to students virtually. Additionally, this schedule can support students who are activity involved with other commitments throughout the summer but still want face to face learning.
- One additional offering we are designing for 2022, is an internship type course that provides a work-based learning experience for students. This course is targeted to juniors and seniors who have shown an interest in a specific career pathway area. Students will need to be at least 16 years of age, have reliable transportation, and be able to commit to the weekly hours and on-the-job requirements. Students will earn a grade and credit for this experience. We hope to launch a first cohort this summer with the intent to grow this offering to become part of our year-round programming.
- If approved, our curriculum teams will begin revising the current Maps for better alignment and engagement for students and design the new courses for implementation in June. Our summer school staff will begin to develop communication and finalize registration details to be ready for the registration launch on March 2, 2022. 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 early knowing that staffing has been a

challenge post pandemic. We are confident we will have the staff in place and want to ensure the hiring process occurs early enough for us to be able to fully support all students and programs. Finally, summer school will begin June 6 and conclude on July 15 for all students.

- When developing the 2022 summer budget, we have taken into consideration the factors that will affect the Board's investment in the 2022 programs. On the revenue side, this includes year 2 of the free summer classes offered to families and reduced amount of federal funding that has supported summer programs in the past. Factors affecting our expenses include increased teacher compensation, the anticipated return of food service costs, and the potential for additional families accessing after school care. As a result, District leadership recommends a \$15 increase in tuition for all programs to cover the higher cost of running summer learning.

Board Questions Comments for 2022 plans:

Concern is asynchronous learning on Friday for HS students during the summer. What is the definition that we will be using here? What is the difference between that and blended?

Superintendent Bridges noted this is not necessarily new as in the past there have been some asynchronous.

Mrs. Willard added that online classes are 100% asynchronous learning. We are taking what we have learned from that and incorporated it into the face to face teaching. This is a well planned time. Allows for more targeted intervention. Can be face to face virtually or could be one on one. It does not interrupt content. She added this is the definition of asynchronous learning. This is directed by the teacher and does allow some flexibility for students. Still a full day of teaching, just a different format.

Summer of learning tends to run a deficit. Curious as to thoughts around that.

Superintendent Bridges responded it is typical. Summer of Learning was one of our commitments in our 2020 Blueprint. In an effort of encouraging all students to participate by removing barriers. This became an investment of the Board to remove those barriers. We are anticipating a different direction and a closing of the gap on tuition.

Tuition revenue that is stated, is it typical enrollment or if classes are full?

This is the typical revenue.

It is super exciting to see us return to a more normal kind of Summer School. Exciting to see the uptick in students taking advantage of the SAT prep course. Have you thought about offering more options in elementary for foreign language?

Mrs. Willard remarked that she met with Marion Friebus Flaman, Director of Language Acquisition and talked about the supports we have in place as staffing is an issue. The licenses are available during the summer. We will work on the communication so that families know those programs are still available.

Can you talk about some of the potential cohorts for the internships?

Mrs. Willard noted that these are in line with college and career coursework. We are working with ROE to develop this. We are looking to begin with a small group that will gather weekly. How will they create a resume, fill out an application and what kinds of questions they need to be asking. This will help with the endorsement of some of the pathways. This will be more curriculum based.

We will be looking for action November 15.

Superintendent Bridges thanked Kevin Wojtkiewicz for his work on this.

Discussion with Action

None

Old Business

None

New Business

None

Upcoming Events

Superintendent Bridges noted next BOE meeting on November 15 and Thanksgiving Holidays.

Adjournment

Joe Kozminski moved to close the meeting at 9:03pm, seconded by Donna Wandke.

A roll call vote was taken. Those voting yes: Cush, McMillen, Kozminski, Casey, Fitzgerald, Wandke and Gericke. Those voting no: None. The motion carried.

Approved: November 15, 2021

Kristin Fitzgerald, President, Board of
Education

Susan Patton, Secretary, Board of
Education