
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.
April 22, 2019 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 6:01 p.m. Board members present: Kristin Fitzgerald, Charles Cush, Terry Fielden, Kristine Gericke, Paul Leong, Janet Yang Rohr and Donna Wandke.

Administrators present were:

Dan Bridges, Superintendent,
Bob Ross, Chief Operating Officer,
Michael Frances, Chief Financial Officer/CSBO
Carol Hetman, Chief Human Resources Officer

Closed Session

Donna Wandke moved, seconded by Kristine Gericke to go into Closed Session at 6:01 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. 03/18/2019, 04/03/2019, 04/08/2019.
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.

Meeting Opening

Terry Fielden made a motion, seconded by Kristine Gericke to return to Open Session at 7:03 pm. 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, Charles Cush, Paul Leong, Terry Fielden, Kristine Gericke and Janet Yang Rohr.

Student Ambassadors present: Seamus McGuinness, NCHS and Haley Cush, NNHS.

Administrators present: Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer
Chuck Freundt, Assistant Superintendent for Elementary Education, Jennifer Hester, Chief Academic Officer, Carol Hetman, Chief Human Resources Officer, Christine Igoe, Assistant Superintendent for Student Services, Sinikka Mondini, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Operating Officer, Nancy Voise, Assistant Superintendent for Secondary Education, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction. Absent: Rakeda Leaks, Executive Director for Diversity and Inclusion.

Pledge of Allegiance-Steeple Run

Katy Lynch, Principal of Meadow Glens Elementary School introduced the following students who will lead the Pledge of Allegiance: Madalyn Lohse, Mary Morgan, Nina Zhan, Emily Hu, Arushi Tolia, Blake Pickering, Shivaji (Matta) Setty, Nithin Ravikumar and Ivy Reiner.

Good News

Mission Maker Award

Superintendent Dan Bridges recognized Naperville North High School students, **Jack and Nick Boettcher** for being *community contributors*.

Students were nominated by Principal Stephanie Posey who shared their story using Nick’s own words...

As part of a Kennedy Jr. High School class project a year ago, Nick Boettcher decided to use his talents to make an impact on "the world" around him. Enlisting the help of his brother, Jack, the boys decided to use their passion in music as a resource and set out to develop a music mentor program at the Warrenville Youth Center - part of the Illinois Youth Detention Center.

NCHS Debate Team State Champions

Superintendent Bridges invited Naperville Central High School Principal Bill Wiesbrook to introduce the 2019 IHSA Varsity Congressional Debate State Championship Team. Team members include: Anusha Kumar, Hannah Fewkes, William Tong, Joseph Rubas, William Ma, Sophia Hussain, Rishabh Jain, Prateek Dullur, Vivian Zhao, and James Royal.

They are coached by Robert Lugiari and Randy Smith.

James Royal was also earned the title of 2019 IHSA State Congressional Debate Individual Champion.

Superintendent Bridges invited Madison Junior High School Principal Erin Anderson who introduced Omar Gadewar who won first place (State Champion) at the National Geographic Geography Bee for Illinois. Omar will travel to Washington, D.C. next month to represent Illinois in the National Geo Bee.

Public Comment

None

Monthly Reports

- Treasury Report- The Board received the February Treasurer’s Statement
- Investments- The Board received the February Investment Report
- Insurance-The Board received the February Insurance Report
- Budget-The Board Received the February Budget Report

Action by Consent:

1. **Bills and Claims** from Warrant #1014860 thru Warrant 1015828 totaling \$29,225,103.68 for the period of March 19, 2019 to April 22, 2019.
2. **Adoption of Personnel Report**

	EFFECTIVE DATE	LOCATION	POSITION
RESIGNATION-ADMINISTRATION			

Gina Herrmann	30-Jun-19	PSAC	Director of Human Resources
REASSIGNMENT-ADMINISTRATION			
Ryan BeBora	5-Aug-19	MJHS	Assistant Principal
RESIGNATION-CERTIFIED			
Catherine Bertrand	end of 18-19 school year	LJHS	School Social Worker
Samantha Cherry	11-Aug-19	Highlands	5th Grade
Carrie Driscoll	11-Aug-19	Prairie/ARE CC	Speech-Language Pathologist
Clinton Hunter	11-Aug-19	NNHS	Health
APPOINTMENT-CERTIFIED FULL-TIME			
Kari Buttera	12-Aug-19	NNHS	School Social Worker
Ryan Carrizales	12-Aug-19	Naper	3rd Grade
Jamie Cuny	12-Aug-19	WJHS	Mathematics/Social Science
Liam Doran	12-Aug-19	Highlands	3rd Grade
Eric Havinga	12-Aug-19	JJHS	Dual Language LA/SS
Carina Martino	12-Aug-19	MJHS	School Counselor
RE-EMPLOYMENT-CERTIFIED FULL-TIME			
Daniel Bajek	12-Aug-19	Scott	Physical Education
Melissa Dexl	12-Aug-19	Meadow Glens	Gifted-PI+
Luke Roth	12-Aug-19	NCHS	Communication Arts
Jennifer Simon	12-Aug-19	NCHS	Communication Arts
LEAVE OF ABSENCE-CERTIFIED			
Kathryn I Lynch	10/30/19 – 5/22/19	NNHS	Science
Margaret Pellegrini	8/21/19 – 5/22/20	NNHS	Science
Stacey Siambekos	4/15/19 – 5/31/19	River Woods	1st Grade
RETIREMENT-CLASSIFIED			
Tami Reilly	13-Aug-19	Beebe	Special Education Assistant
Kathryn Schultz	31-May-19	River Woods	Instructional Assistant
Deb Shea	6-Jun-19	Mill Street	Executive Secretary
REASSIGNMENT-PART TIME TO FULL TIME-CLASSIFIED			
Brooke Gatto	15-Apr-19	NCHS	Campus Supervisor
EMPLOYMENT-CLASSIFIED FULL-TIME			

Valentina Cina	10-Apr-19	NNHS	Custodian
LEAVE OF ABSENCE-CLASSIFIED			
Mary Sheehan	5/2/19 – 5/1/20	ARECC	Special Education Assistant

3. Minutes 03/18/2019, 04/08/2019
4. Bid: Copy Paper
5. Bid: Bus Purchase
6. RFP: High School Class Rings & Caps, Gowns and Announcements for Graduation
7. Contracts for ALOP and The Bridge
8. DAOES Appointment
9. Knoch Park Agreement

Kristin Fitzgerald made a motion to approve the Consent Agenda without the Copy Paper Bid, seconded by Charles Cush. Those voting yes: Gericke, Fitzgerald, Fielden, Cush, Yang Rohr, Wandke and Leong. No: None.

Student Ambassador Reports

Haley Cush

Even as the school year continue to come to a closes with our seniors having only 19 more days of school until graduation, there is plenty going on in and around NNHS.

- o The Boys Gymnastics team competed in the Independent Conference meet this weekend. The varsity finished in fourth place.
- o Water Polo girls took the win against Lincoln-Way Central 11-7 in Championship Game
- o Men's Tennis had a 4-1 win over Lake Forest last week
- o The NNHS Spring Musical Les Miserables open this Wednesday night at 7 pm and will continue thru Sunday.
- o The second annual color dance is set for May 18th for students to celebrate the year of the year before final exams begin.
- o Gather the troops and get ready to rock out during this year's Battle of the Bands winner will perform at Ribfest.
- o NNHS annual Auto Show is coming up on May 10th
- o Student government elections are occurring this Friday and next Friday
- o May 7th Parent screening of Screenager in the NNHS learning commons. The documentary highlights the use of technology in teenagers lives and its impact.

Seamus McGuinness

The following are a few of the activities happening at Naperville Central even as the year winds down.

- Central's production of *Chicago*, has several shows coming up, starting this Thursday, April 25th at 7:30pm. There will also be shows Saturday the 27th at 2:30 and 7:30, and another at 2:30pm Sunday, all of which will be in the auditorium.
- Spanish Honors Society will hold its induction ceremony Wednesday May 1st at 7pm.
- Orchesis Showcase will take place, also at 7pm. Monday.
- May 6th, during our next meeting, the Senior Academic Awards ceremony will be held again at 7pm.
- Monday the 6th also marks the beginning of AP testing for all students.
- NCHS' Prom will be at the Embassy Suites on May 4th, from 6-11pm. This year's theme is "Here's to Never Growing Up."

Written Communications

Freedom of Information Requests:

Smart Procure-Purchase Order Information
Joshua Garth-Employee and Union Information

Superintendent/Staff/School Report

Superintendent Bridges mentioned the information in BoardDocs that discusses the updates across the district to the Learning Commons. Assistant Superintendent for Elementary Education Chuck Freundt and Assistant Superintendent for Secondary Education Nancy Voise have been meeting with schools since the early Fall to review their Learning Commons plans. Three schools, Beebe Elementary, Scott Elementary and Kennedy Junior High will have their Learning Commons updated this summer. Once those schools are completed, 15 schools in the district will have updated Learning Commons. Purchasing is with a coop in order to get the lowest pricing.

Questions/comments:

Superintendent Bridges noted that pictures of the finished Learning Commons will be shared at the end of the summer.

President’s Report

President Fitzgerald reminded the Board of Education that their Self Evaluation will be held on June 4, 2019 from 8:00 am to noon.

Board of Education Report

Discussion without Action

None

Discussion with Action

Chief Operating Officer Bob Ross reminded the Board that several policies were reviewed at the April 8, 2019 Board of Education meeting. Some are reviewed as part of a periodic review and some as annual review.

Policy Review: Second Reading Policy 2.142, Diversity

We have incorporated the changes that the Board asked to be made and are asking for approval for the policy. In a future meeting, we will bring a new definition of Diversity that the committee has been working on.

See the current and proposed in board docs.

Policy 2.142 was discussed at the April 8, 2019 meeting, at which time the BOE provided input. Changes made since that meeting are in green font.

Policy	Topic	Highlights	Recommendation
2.142	Diversity	Add the word “Inclusion” to the title. Revise definition of diversity, add requirement about professional learning concerning guarding against implicit bias, revise language in the last bullet point.	Approve as presented.

Questions:

There were no questions as the Board of Education was pleased with the changes.

Terry Fielden made a motion to approve Policy 2.142, Diversity and Inclusion, as presented. Donna Wandke seconded. Those voting yes: Cush, Leong, Yang Rohr, Fielden, Fitzgerald, Wandke and Gericke. Those voting no: None. Motion carried.

Policy Review: Second Reading Policy 6.60, curriculum Content

The proposed changes to Policy 6.60 were discussed at the April 8, 2019 BOE meeting.

Policy	Topic	Highlights	Recommendation
6.60	Curriculum Content	Revise to comply with new law	Approve

Chief Operating Officer Bob Ross mentioned that there have been no changes to this policy.

Questions/Comments:

None

Charles Cush made a motion to approve Policy 6.60, Curriculum Content, as presented. Janet Yang Rohr seconded. Those voting yes: Leong, Yang Rohr, Fitzgerald, Gericke, Wandke, Cush and Fielden. Those voting no: None. Motion carried.

Policy Review: Second Reading Policy 7.140, Search and Seizure

Assistant Superintendent for Secondary Education Nancy Voise brought Policy 7.140 to the Board for the second time. Following the Board of Education meeting on April 8, 2019, the recommended changes were made. At this time Administration is seeking approval of this policy.

Attached is the current 7.140, Search and Seizure Policy with recommended changes for your review. The changes are due to a routine legal review to ensure our policy is in compliance with any changes in the law and recommendations from Press. You will see the proposed changes in red reflecting both old and new language. In accordance with the Right to Privacy in School Setting Act, we have added language to this policy. This is not a change in practice, merely an addition to policy to better inform our community.

Questions/comments:

Board members were interested in how students are informed of this policy.

At the beginning of the year there is an assembly where all policies are gone over.

Janet Yang Rohr made a motion to approve Policy 7.140, Search and Seizure, as presented. Kristine Gericke seconded. Those voting yes: Cush, Leong, Yang Rohr, Fitzgerald, Wandke, Fielden and Gericke. Those voting no: None. Motion carried.

Policy Review: Second Reading Policy 7.190, Student Discipline

Assistant Superintendent for Secondary Education, Nancy Voise reviewed Policy 7.190. She asked the Board for approval and noted that the revisions proposed by the feedback from the community meeting which includes Mr. Leong and Mr. Cush have been incorporated.

BACKGROUND: In accordance with Illinois School Code, District 203 is required annually to establish a parent-teacher advisory committee on student discipline. This year’s meeting was held on March 14, 2018 at the Public Schools Administration Center (PSAC). Students, staff, parents and administrators, as well as Board of Education representatives Mr. Leong and Mr. Cush, participated. NCHS Dean Mike Stock and NNHS Dean Jim Konrad served as co-chairs of this committee.

I have attached the current 7.190 Discipline Code Policy with the proposed updates for your review. Please note the following:

- Content to be removed from the policy is identified by ~~strikethrough in RED font~~.
- Content new to the policy or moved within the policy is identified in BLUE font.

I recommend the Board of Education approve the revisions as proposed. No changes since last meeting. We do use a community group for input.

Questions/Comments:

None

Charles Cush made a motion to approve Policy 7.190, Student Discipline, as presented. Kristine Gericke seconded. Those voting yes: Leong, Fielden, Wandke, Cush, Gericke, Yang Rohr and Fitzgerald. Those voting no: None. Motion carried.

Policy Review: Second Reading Policy 7.240, Co-Curricular Code of Participation

Assistant Superintendent for Secondary Education, Nancy Voise, reviewed Policy 7.240, Co-Curricular Code of Participation.

BACKGROUND: The High School Co-Curricular Participation Code Review Committee is comprised of students, parents, coaches/sponsors and administration from both high schools. This year’s meeting was held on March 19, 2019 at the Public Schools Administration Center (PSAC). The Board of Education was represented by Mr. Leong and Mr. Cush. NCHS Athletic Director Andy Lutzenkirchen and NNHS Athletic Director Bob Quinn served as co-chairs.

I have attached the current 7.240 Co-Curricular Participation Code Policy and the R Co-Curricular Participation Code Policy Regulation with the proposed updates for your approval. Please note the following:

- Content to be removed from the policy is identified by strikethrough in RED font.
- Content new to the policy or moved within the policy is identified in BLUE font.

It is my recommendation that you approve the revisions as proposed in both documents.

ENCLOSURES: Board of Education Policy 7.240, High School Co-Curricular Participation Code-Draft with recommended language revisions and

Board of Education Policy 7.240 Administrative Regulation-Draft with recommended revisions.

Kristine Gericke made a motion to approve Policy 7.240, Co-Curricular Code of Participation, as presented, Paul Leong seconded. Those voting yes: Leong, Fitzgerald, Wandke, Yang Rohr, Gericke, Cush and Fielden. Those voting no: None. Motion carried.

Consideration of Board of Education Expenses:

Superintendent Bridges mentioned the Policy, 2.125, that requires that certain Board expenses are approved in an open meeting.

Consideration to Approve Professional Learning Expenditures for Board Members:

- \$208.00 - Travel to Education Alliance in Springfield for Donna Wandke.
- \$229.40 - Travel to Education Alliance in Springfield for Kristine Gericke
- \$3960.00 -Dinner for IASB DuPage Division Dinner-reimbursed, \$22 per attendee
- \$23.85 - Closed Session Dinner for Cush, Leong and Fielden
- \$31.25- Closed Session Lunch for Fitzgerald, Gericke, Leong, Yang Rohr and Wandke.

Board of Education Policy 2:125 requires all Board member expenses for travel, meals, and/or lodging be approved by roll call vote at an open meeting of the Board.

Enclosure

Receipts for Board of Education Expenses.

Questions/Comments:

There were expenses related to the DuPage Division of the IASB dinner held in March. IASB refunds a portion of the dinner cost to the District who is hosting the dinner meeting. Board members noted that these meetings are highly valuable for the Board of Education members to attend.

Terry Fielden made a motion to approve the Board Expenses as presented. Charles Cush seconded. Those voting yes: Gericke, Fielden, Leong, Wandke, Yang Rohr, Fitzgerald and Cush. Those voting no: None. Motion carried.

Collective Bargaining Agreement with NUEA

Superintendent Bridges announced that the NUEA and Board of Education have reached a tentative agreement for a one-year contract. This agreement has been ratified by the NUEA membership.

Pending approval by the Board of Education, this will become the contract for the 219-2020 school year. Once approved it will be made available to the community.

Thank you NUEA President Mark Bailey for your spirit of collaboration and for ensuring that this district is in the best position to serve the students for the long term as well as recognizing the significant contributions made by the professionals in the classroom.

Superintendent Bridges recommended approval of the contract.

Questions/comments:

This contract continues the collaborative spirit between educators and administration and the Board of Education with the fiscal stewardship that our community has come to expect.

The Board of Education works hard to find the balance in honoring and uplifting our staff as well as meeting the financial stewardship.

Donna Wandke made a motion to accept the Collective Bargaining Agreement with NUEA, Paul Leong seconded. Those voting yes: Yang Rohr, Cush, Fitzgerald, Leong, Fielden, Wandke and Gericke. Those voting no: None. Motion carried.

Superintendent Bridges congratulated the NUEA and the Board of Education. This is a very positive agreement between the Association and the Board. This contract allows for additional time to work on and collaborate about school day. The conversations have been very thoughtful about how we best serve our students and how we honor our educators.

This contract carries over majority of terms in current 2016-2019 contract.

Superintendent Bridges noted:

- Base salary increase will be 1.75%,
- Average returning teacher salary increase when figuring in the base increase to the step will be 3.88%
- Total additional salary impact to the budget will be an additional 1.61% cost to budget.

Superintendent Bridges thanked Mark Bailey for his many years of service to the Association and its members and congratulated him on his retirement.

Old Business

None

New Business

None

Upcoming Events

Superintendent Bridges reminded the community of the Focus 203 Community Engagement meetings on Wednesday, April 4 at NCHS and Thursday, April 25 at The Compass Church. The topic was Diversity and Inclusion in D203 in classroom and in staff.

There is a lot of growth the District needs to make and we look forward to hearing the input from the community.

May 3, Let's Do Lunch supporting NEF will be held at Hugo's.

A Board member took the opportunity to thank Terry Fielden, on his last full Board of Education meeting. for his many years of service to the Board and the District 203 community.

Adjournment

Terry Fielden moved seconded by Kristine Gericke to adjourn the meeting at 7:45 p.m. A voice vote was taken and the motion carried unanimously.

Approved: May 21, 2019

Kristin Fitzgerald, President, Board of Education

Susan Patton, Secretary, Board of Education