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MINUTES OF AN ORGANIZATIONAL MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT NAPERVILLE CENTRAL HIGH SCHOOL 440 AURORA AVE, NAPERVILLE, IL.  
May 3, 2021 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

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### **Call to order**

President Kristin Fitzgerald called the meeting to order at 5:30 p.m. Board members present: Kristin Fitzgerald, Tony Casey, Charles Cush, Joe Kozminski, and Donna Wandke, Paul Leong (joined 5:35 pm) and Kristine Gericke (participated via phone at 5:39 pm)

Administrators present were:

Dan Bridges, Superintendent, (Joined at 6:01 pm)

Bob Ross, Chief Human Resources Officer, (joined at 6:10 pm)

Michael Frances, Chief Financial Officer/CSBO (joined at 6:10 pm)

Stephanie Posey, Assistant Superintendent for Secondary Education (joined at 6:01 pm and exited at 6:10 pm)

Also present: Board Member Elect Amanda McMillen (participated from 5:50 pm to 6:01 pm and from 6:45pm until the end of the session), Attorney Joe Perkoski (joined at 6:10 pm and exited at 6:42 pm)

### **Closed Session**

Charles Cush moved, seconded by Donna Wandke to go into Closed Session at 5:31 p.m. for consideration of:

1. Pursuant to 5 ILCS120/2(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.

### **Meeting Opening**

Charles Cush made a motion, seconded by Joe Kozminski to return to Open Session at 7:07 pm. A roll call vote was taken. Those voting yes: Leong, Fitzgerald, Casey, Wandke, Cush, 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.

Donna Wandke made a motion, seconded by Tony Casey to return to allow Kristine Gericke to attend the meeting via phone. A roll call vote was taken. Those voting yes: Kozminski, Casey, Leong, Wandke, Fitzgerald, and Cush. No: None. The motion carried

### **Roll Call**

**Board members present:** Kristin Fitzgerald, Donna Wandke, Paul Leong, Tony Casey, Kristine Gericke and Joe Kozminski, Charles Cush.

### **Pledge of Allegiance**

Led by the Board of Education

**Student Ambassadors present:** None.

**Administrators present:** Dan Bridges, Superintendent, Michael Frances, Chief Financial Officer/CSBO, Roger Brunelle, Chief Information Officer, Christine Igoe, Assistant Superintendent for

Student Services, Rakeda Leaks, Executive Director of Diversity and Inclusion, Chuck Freundt, Assistant Superintendent for Elementary Education, Bob Ross, Chief Human Resources Officer, Sinikka Mondini, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Stephanie Posey, Assistant Superintendent for Secondary Education, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

**Recognition:**

**Good News:**

- Congratulations to Naperville Central and Naperville North! Both schools were named to the Top U.S. High Schools list by U.S. News and World Report.
- Adding to the school accolades - Ann Reid Early Childhood Center has been named a Best of Naperville Award for 2021 in the school category.
- Two Naperville North High School students are among 1,000 high school seniors nationwide to be chosen for the corporate-sponsored National Merit Scholarship awards.
- Congratulations to:
  - Alayna Nguyen for her Fifth Third Scholarship
  - Geoffrey Wu for his Molex Scholarship
- This past week we held our annual Architecture Competition. NNHS students were tasked with repurposing the Old Sam's Club building. Judges were evaluating 3D model/display boards, creativity, and overall presentation. These students displayed some impressive work for our judges.
- I wanted to take a moment to update the Board and the community on the Naperville 203 partnership with the DuPage Children's Museum weekly stem activities in our elementary schools. As you can see by these pictures, the students are getting a lot of hands on experiences and enjoying every minute
- We are pleased to announce that Naperville Central 2020 graduate Hannah Mondel is the winner of the #MaskUpIL competition! She was recently presented her award by Illinois Department of Health's Dr. Ezike.
- NNHS Senior, Dream Drummer, has been named as the Regional Gold Medalist in Visual Arts/Filmmaking from the DuPage County ACT-SO Awards. The mission of the DuPage County ACT-SO program is to nurture excellence and provide positive reinforcement to African American high school students.
- Both high school had winners in the annual IHSA State Journalism Awards. We want to take a moment to congratulate the NCHS *Central Times* and the NNHS *North Star* teams who tied for 4th place in the state.

**Public Comment:**

Additional Public Comments are included in BoardDocs.

President Fitzgerald gave the parameters for public comment. She will designate the next speaker so that they have the appropriate time to enter the meeting room. 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.

**John Blakey:** Equity Plan: Three children, two in D203. Speaking about Equity. Success should be based on the needs of students and not the color of their skin. This is based on Critical Race Theory.

Students do not need to be grouped by race. Community is in support of all teachers who are opposed to this plan.

**Anusha Kumar**-Junior at NCHS-district take bold action to support climate change. Very little climate education in our science classes. Increasingly critical that the next generation learn about climate Gave three policies that the district can take to address climate change. Imperative that we address climate change.

Thank you to all for the email comments. We appreciate your advocacy. We thank you to each and every one for emailing the board.

**Action by Consent:**

**1. Adoption of Personnel Report**

	<b>Effective Date</b>	<b>Location</b>	<b>Position</b>
<b>RESIGNATION-ADMINISTRATION</b>			
<b>Brian Valek</b>	<b>30-Jun-21</b>	<b>PSAC</b>	<b>Director of HR &amp; Career 203</b>
<b>REASSIGNMENT-ADMINISTRATION</b>			
<b>Lisa Xagas</b>	<b>1-Jul-21</b>	<b>PSAC</b>	<b>Asst Supt Student Services</b>
<b>RESIGNATION-CERTIFIED</b>			
<b>Kasie-Marie Smith</b>	<b>8/15/2021</b>	<b>WJHS</b>	<b>Science</b>
<b>Tamara Gasior</b>	<b>6/30/2021</b>	<b>Naper</b>	<b>School Social Worker</b>
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
<b>Jennifer Schemidt</b>	<b>SY 21-22</b>	<b>Highlands</b>	<b>School Psychologist</b>
<b>Jennifer Robinson</b>	<b>SY 21-22</b>	<b>Madison/Steep le</b>	<b>School Psychologist</b>
<b>Kyle Schultz</b>	<b>SY 21-22</b>	<b>Kingsley/Scott</b>	<b>School Psychologist</b>
<b>Abbie Hunt</b>	<b>SY 21-22</b>	<b>Mill Street</b>	<b>Speech Language Pathologist</b>
<b>David McCormack</b>	<b>SY 21-22</b>	<b>LJHS</b>	<b>Learning Behavior Specialist</b>
<b>Margaret McClowry</b>	<b>SY 21-22</b>	<b>LJHS</b>	<b>Learning Behavior Specialist</b>

<b>REVISED CONTRACT-CERTIFIED PART-TIME</b>			
Amanda Christenson	8/26/2020	Beebe	Music-Vocal
<b>RE-EMPLOYMENT-CERTIFIED FULL-TIME</b>			
Joan Laxton	SY 21-22	Mill	School Nurse
Anna Eriksen	SY 21-22	Highlands	2nd Grade
Rosemary Nave-Stawasz	SY 21-22	PSAC	Orientation & Mobility Spec.
Brittanie Shah	SY 21-22	Naper	Math Interv. Specialist
Rodney Ross	SY 21-22	NCHS/NNHS	Social Studies
Nathanael Dille	SY 21-22	NCHS	Science
Patrick Gallagher	SY 21-22	JJHS/BeeBe/S teeple	Orchestra Teacher
Sean Adams	SY 21-22	NNHS	Communication Arts
Naneth Hernandez	SY 21-22	WJHS/JJHS	Spanish Teacher
<b>EMPLOYMENT OF INTERNS-CERTIFIED</b>			
Elizabeth Schute	SY 21-22	PSAC	School Psychologist
Kathleen Hoye	SY 21-22	PSAC	School Social Worker
<b>LEAVE OF ABSENCE-CERTIFIED</b>			
Lindsey Stevenson	1/27/22 - 4/3/22	NCHS	Science
<b>RETIREMENT-NON-UNION CLASSIFIED</b>			
Terrence L. Ignarski	5/31/2021	Print Shop	Coordinator Doc Serv Delivery
<b>RETIREMENT-CLASSIFIED</b>			
Beatriz Ramos	8/22/2021	Elmwood	Dual Language Assistant
Michael R. Scudero	1/7/2022	Transportation	Bus Driver
Richard S. Thomas	5/3/2021	Transportation	Bus Driver
Brenda Laird	4/28/2021	NNHS	Attendance Specialist
<b>RESIGNATION-CLASSIFIED</b>			
Ardit Kurti	5/10/2021	Elmwood	Custodian

Rupa Vasudev	4/23/2021	Prairie	Special Education Assistant
Ariel Watters	6/11/2021	NNHS	Senior Secretary - Dean
REASSIGNMENT-CLASSIFIED			
D'Ann K. Searls	4/26/2021	Madison	Health Technician
EMPLOYMENT-CLASSIFIED FULL-TIME			
Max Jenks	4/28/2021	Lincoln	Special Education Assistant
Stefanie Lin	4/26/2021	Scott	Special Education Assistant
Madeline Novak	5/3/2021	Administration	Health Technician

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

**Recognition:**

**On behalf of the Board of Education, President Fitzgerald thanked Paul Leong. Gave him a certificate from the IASB for serving on the Executive Committee. We are appreciative of your years of service. She presented a plaque**

**Paul thanked the community and the board for the opportunity to serve on this board. I know that I am a better person for having served.**

**Adjournment:**

**Adjourn Sine Die** (A Latin expression meaning “indefinitely, or without a date set for a future meeting.”)

Tony Casey made a motion to adjourn sine die at 7:25 p.m. Paul Leong seconded the motion. A roll call vote was taken. Those voting yes: Cush, Leong, Casey, Fitzgerald, Kozminski, Gericke, and Wandke. No: None. Motion carried.

**Meeting Opening**

**Welcome and Mission:**

Following a brief recess and pictures, Board President Pro Tem Kristin Fitzgerald called the meeting back to order at 7:27 pm.

**Review Election Results-Information Only:**

**April 6, 2021 Election**

Kristin Fitzgerald noted that the results from the April 6, 2021 election are in BoardDocs and asked if there were any questions.

**Seating of Re-Elected and Newly Elected Board of Education Members:**

The Counties of DuPage and Will have certified the results of the election and declared that the official winners are incumbent Board members, Kristin Fitzgerald, Donna Wandke and Charles Cush. Additionally, Amanda McMillen was also declared a winner.

**Oath of Office:**

Mrs. Fitzgerald invited the all newly re-elected Board members and one new Board member to stand and read the Oath of Office together.

Mrs. Fitzgerald welcomed all new /board members and invited Mr. Cush, Mrs. Wandke and Ms. McMillen to introduce their guests for the evening.

Amanda introduced her partner Danika and two of her three children.

Donna W thanked the community for allowing her the privilege to serve again. She introduced her husband on one son in attendance and two others who are watching remotely.

Charles introduced his wife Jean and daughter Haley.

Kristine Fitzgerald introduced her mom. Her daughters are supporting remotely. She thanked her family for the support and the community for allowing her to advocate for the community, staff and students.

At 7:34 pm President Fitzgerald called a recess in the meeting to allow for photos of the newly reelected and newly elected Board members to take pictures with their families.

**Roll Call:**

A roll call was taken at 7:40 pm.

Board members present were: Kristin Fitzgerald, Donna Wandke, Kristine Gericke, Tony Casey, Charles Cush, Joe Kozminski and Amanda McMillen.

**Election of President:**

Kristin Fitzgerald asked for nominations for the President of the Board of Education.

Charles Cush nominated Kristin Fitzgerald for President. There were no other nominations nor any discussion. The nominations were closed.

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

Mrs. Fitzgerald was declared President of the Board of Education.

**Election of Vice President:**

President Fitzgerald asked for nomination for Vice President. Donna Wandke nominated Kristine Gericke. There were no comments or other nominations.

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

Mrs. Gericke was declared Vice President of the Board of Education.

Donna Wandke stated she was honored to be the Vice President for the last four years. President Fitzgerald thanked Mrs. Wandke for her tireless work as Vice President. This pandemic has added to the responsibilities.

**Public Comment:**

None.

**Consent Agenda:**

1. **Appointment/Salary of Secretary**
2. **Bid: Instruments**
3. **Bid: Roofing-Prairie**

Charles Cush made a motion to approve the Consent Agenda as presented, seconded by Joe Kozminski. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Casey, Cush and Kozminski. No: None.

**Superintendent/Staff/School Reports:**

Superintendent Bridges Brief update.

Dr. Nolten gave an update on the intention of attending in person. We have about 4% who will likely apply for a remote learning option. DB-right now it seems that it will be only for medically fragile students.

We are about 95% staff vaccinated. We are partnering with IPSD204 school district for a vaccination clinic for all 16+. We are hopeful for an announcement next week for students 12+.

Superintendent Bridges gave an update on quarantine. Our practice is what is required from the IDPH and DCHD. Superintendents are advocating that the quarantine align with the 3 feet of social distancing.

Dr. Igoe gave an update that our numbers are decreasing.

Superintendent Bridges acknowledged Teacher Appreciation week and May 1 as Principals Appreciation Day.

**Board of Education questions/comments:**

**Thanked administration for all the efforts to get staff vaccinated Thank you to Dr. Nolten for his tireless efforts**

**Echoed thanks to all administration and staff for efforts in the return to learn and the efforts going into planning for next year.**

**As we are still working in the guidelines, what levels in student engagement are we seeing?**

Superintendent Bridges remarked that we continue to look at student engagement as we head to the end of the year. This is not much different that the end of any other years.

Mr. Freundt added that elementary is not seeing any dip in engagement. With high numbers in person and few online, it is harder for those who are remote.

Mrs. Posey added that at the Secondary level, we are seeing that students are glad to be back in the classroom and the engagement in extracurricular activities.

**What are we seeing in terms of SEL as we have returned?**

Dr. Igoe remarked that we are seeing that children are acclimating well. We are not seeing different SEL skills than we would see at the beginning of the year.

**It is so rewarding to hear and see that students are excited to be back in school.**

**President's Report:**

President Fitzgerald reminded the Board about the ISBE-resolutions process and that the submission deadline is June 2021.

The oath of office has had some proposed changes. IASB is continuing to look at and advocate keeping these in the oath.

**Board of Education Reports:**

**None.**

**Discussion without Action:**

Superintendent Bridges invited Chief Finance Officer/CSBO Michael Frances to present the 2021-2022 tentative budget. Superintendent Bridges reminded that this is the first of four meetings to discuss the tentative budget. We will build a public document with the questions from the Board of Education that the Chief Financial Officer answers. This document will be posted in BoardDocs

**2021-2022 Tentative Budget Presentation:**

- There will be a series of opportunities for feedback and questions before final approval, which is scheduled for June 21.

- Included in the agenda is a copy of the actual tentative budget with more detail and a fund by fund school district budget serves a number of purposes and functions.
- Besides being a legal requirement to adopt an annual budget, the budget is a numerical reflection of the district's goals and objectives and is needed to authorize annual spending.
- Each month we analyze actual revenue and expense to make sure we are on track with the budget plan and if needed, make adjustments accordingly.
- It is also used as the basis for our 5 year projections that the Board uses to help make strategic long term financial decisions.
- Our auditors also use it for variance analysis against our end of year actual values.
- The budget is a plan for the receipt and expenditure of district resources. That plan is based on a number of things that are known on both the revenue and expense side of the budget, but also on many items that need to be estimated. We use past practice, experience and reasonable assumptions, including input from the citizens finance advisors committee on those assumptions. The budget document is inclusive of all things known and estimated.
- The timeline displayed ensures the District adopts its budget in time for the start of the fiscal year, which is well before the statutory deadline of September 30.
- The budget process takes place year-round. The District begins the planning in the fall by updating enrollment projections and the Five Year Financial Forecast.
- In the Spring, administration projects staffing needs for the following year as well as develops individual department budgets that include any potential new initiatives.
- The largest budget item is personnel costs, which make up over 76% of total expenditures.
- The Administration evaluated all aspects of staffing and recommended changes for the FY22 budget. These staffing changes have been incorporated into the tentative budget.
- Includes two additional FTE staffing initiatives for Fiscal Year 2022 that are also included in the tentative budget.
- A 1.0 FTE Supervisor of Special Education as well as an additional assistant superintendent position which has already been brought to the Board for previous approval.
- We are presenting three new budget initiatives for the FY22 budget year also included in the tentative budget.
- As a means to modernize our transportation system, we plan to add GPS to each of the district owned buses. This system has a one-time upfront costs as well as ongoing annual costs for support and maintenance.
- The Human Resources department would like to provide professional leadership development for two employees on an annual basis as well as conduct a compensation study for both administrative and non-union employees as a onetime cost.
- At the Board meetings in April, administration presented recommendations for additional academic support in the return to learn program.
- In addition to the staffing needs, there are also some additional initiatives to help complete a successful return to learn plan.
- Together, the staffing and other return to learn initiatives total almost \$5 million. To fund these initiatives, we plan to use the dollars we are to receive through the America Rescue Act, recently adopted by congress. This latest federal grant is estimated to be approximately \$6.4 million for District 203, which will cover all of these costs for this year and some into the next school year.
- Property taxes are estimated to increase \$7 million or 2.8% over the current budget. Estimates on the tax rate, new construction and EAV change are almost exactly as predicted when we adopted the tax levy last December. The budget also accounts for the tax abatement that the Board of Education adopted again in March reducing taxes by \$2.7 million with other revenue covering the cost of next year's debt payments.
- With federal funds rate cuts starting two summers ago, further reduced sharply last year with the COVID pandemic, and continued short term rates near 0%, it is estimated that the district will



generate significantly less in investment income compared to the last few years. This revenue source is projected to be down for next year over \$3.5 million from actuals received just a year ago.

- State funding makes up over \$22 million of the districts revenue budget, a little over 7% of overall funding. The majority of funding from the State comes from the Evidence Based Funding formula, as well as categorical grants for preschool, special education and transportation. Overall, State funding is estimated to be down slightly for FY22, mainly in transportation reimbursement, due to reduced costs this year. Initial indicators from Springfield are flat funding for K-12 Public Education.
- The federal line item of the district's budget shows the largest estimated percentage increase. This increase is primarily driven by the American Rescue Plan Act of 2021.
- The largest piece is property taxes, which makes up almost 84% of the District's revenue.
- Funds expected to be received from the American Rescue Act have increased the federal slice of revenue, which is typically less than 3% of the district's budget.
- Through this comparison, we see an overall revenue increase of just over \$11.7 million or 3.99%.
- The majority of the change happens in the Education Fund where the anticipated Federal dollars will be deposited. The other major change is a shift of taxes from the Operation and Maintenance Fund also into the Education Fund.
- When breaking down the revenue by major revenue source you can see that the vast majority of the revenue change is coming both local property taxes as well as an increase in the amount of Federal aid. We are anticipating a similar amount, although slight decrease in funding from the State.
- Total Revenue is projected at \$305.5 million for the upcoming year.
- The largest by far, is employee salaries and benefits that make up over  $\frac{3}{4}$  of all district expenditures.
- The overall total change is \$12.6 million or 4.3% over the current year budget.
- The largest change again happening in the Education Fund where almost \$5 million is budgeted for return to learn programming.
- When breaking down the expenditures by the major expenditure objects, salaries and benefits are planned to increase by 5.31% over the current budget.
- These figures incorporate all known and projected changes to staffing that have been included in this presentation.
- Capital outlay has been reduced primarily from the reduction of Knoch Park expenses in the current budget now that the project is complete.
- Overall, this tentative budget shows expenses at \$306.3 million. When comparing that to estimated FY22 revenues, the district has a slight deficit budget of approximately \$735,000, which is less than  $\frac{1}{4}$  of 1% of the overall expected spend for the upcoming year.

#### **Board of Education Questions/Comments:**

Superintendent Bridges noted that we expect questions over the next three meetings.

**Thank you. I know the Board of Education has already begun thinking about questions.**

**Referring to the Return 2 Learn additional supports, what is the capacity of the additional FTE's?**

Mrs. Willard spoke about the Math Specialists. Would make certain that all buildings would have at least one Math Specialist and Title schools would have two. Math Specialists work with students as well as helping staff with data and coaching. Very grateful to the Board of Education for the support for additional Math Specialists.

Superintendent Bridges added that our data supports that we need this additional math support.

Dr. Igoe added that coteaching will allow us to make progress and based on data that we will see in the spring. One LBS or one EL teachers per grade level. We are also grateful to the Board of Education for the additional support,

**Want to be sure that we are able to support all students who need support.**

**Mental Health services seem low.**

**Dr. Igoe responded that our goal is to partner with a health partner to give access to services within a school building.**

**Do we anticipate there being some services not being covered?**

Dr. Igoe remarked that this company takes Medicaid and if we need more we have resources to fall back on like NEF.

**There is \$2 million in the budget for additional needs The Board wants to be sure that we have enough resources to cover the needs.**

Superintendent Bridges remarked that we would be sure to ask the Board of Education if we need additional support.

**Can we understand the tutoring services? What does that provide and who provides?**

Dr. Igoe offered that the goal is to offer before and after school support. Contracting with a tutoring service to meet with students. The school based teams will identify students who need these extra services.

**Does this support K-12? Excited that we are finding support for students and staff. How will this coordinate with teachers who offer before and after school support?**

Dr. Igoe noted that we would have to coordinate that over time. We want our students to have access to all they need.

**Can you talk about Jumpstart and how they are they different from Bootcamps?**

Mrs. Willard responded that Jumpstart is five days before school starts with a focus on Math and Literacy. Gives students a chance to be acclimated to the building. Bootcamps are a bit different. We are just beginning to look at data to build those. Will be thinking innovatively about when this will happen, before/after school or on Saturdays.

**How will parents express interest in Jumpstart?**

Mrs. Willard noted that principals work with families if their student is in need of Jumpstart.

**Will Bootcamps be addressing specific needs at buildings or will they be grade level based?**

Mrs. Willard remarked that we would know more when we start looking at data. We may have enough interventions in place already. We want to be ready if additional needs exist. Looking at what students have gained and not focus on learning loss.

**If 4% will be remote, how does the budget take that into consideration?**

Superintendent Bridges remarked the anticipation is that it will be offered to only medically fragile students. We have talked about this being an online academy as the current state is not sustainable.

Mrs. Willard added that our tech is in place for either online academy or quarantining.

Superintendent Bridges added that we in a good position to provide services.

**Can you keep us up to speed on an online academy?**

Superintendent Bridges responded that we would absolutely. We are all frustrated by the delay in information from the ISBE.

We will keep the board apprised.

**We will continue with questions and will compile the document with questions.**

**Establish Hourly Rates of Pay:**

Superintendent Bridges noted that annually Administration reviews our hourly rates of pay. Mr. Ross noted that there is graduated increase of the minimum wage. Each category will be reviewed annually to be sure that we are competitive with neighboring and benchmarking districts. We will be asking for action at May 18, 2021 meeting.

**Board of Education Questions/Comments:**

**Some will be ahead of the guidance so will they stay ahead. Is the goal for us to move with the standard or will we move ahead?**

Mr. Ross stated that we would be starting the new wages in July as opposed to waiting until January.

**Seems we are moving at a faster rate than the state is recommending.**

Mr. Ross suggested that the ones closer to minimum wage will likely get there more quickly than those that are further away.

**Why are we moving quickly to move some to the \$15?**

Mr. Ross noted that we need to be at \$15 but some of the differences is due to the type of job.

Superintendent Bridges added that we are still working off the tentative roadmap. We will repost that into BoardDocs.

**Are we distributing the rate change equally over each year?**

**Would like to understand where we are and where we will be in 2025.**

**It would be helpful to also understand the market rate.**

### **Policy 7.190 Student Behavior**

Mrs. Posey went to legal counsel and has her suggestions. Title IX definition of sexual harassment is different from the State of IL definition.

Isolated time out. We can keep language vague given that our procedures are so strong.

### **Board of Education Questions and Comments:**

**Thank you for the additional language. Policies in other districts including language about isolated timeout.**

Dr. Igoe noted the language in the emergency provision; we had to list all actions. Given that our procedures are so detailed, we can keep it as is.

Superintendent Bridges added that we could take direction from the board.

**What is more protective of the students?**

Dr. Igoe responded that legal counsel says vaguer because our procedures are so detailed. The procedures are much easier to change than policies. We were not abusing the isolated timeout but were highlighted as a district to follow. Our procedures are very strongly aligned.

**Concern now is that we are listing these are behavioral interventions in the discipline policy.**

**Can we say that these are not discipline strategies and do they need to be in a different policy?**

Superintendent Bridges remarked the policy is listing what is not to be used as discipline.

Dr. Igoe added that these strategies are only to be used in accordance with the codes.

**Want it to be more specific that these are not to be used for discipline.**

**Can this be made into a different policy?**

Superintendent Bridges stated that he would recommend not making a new policy. We can add an administrative procedure that outlines strategies more specifically.

Dr. Igoe added that the policy will remain broad and will bring a much more detailed procedure.

Superintendent Bridges recommended that we move this policy as action in June.

**We have lost the coloring of differences in this policy. Can we continue to highlight those?**

Dr. Igoe noted that this language was added in December of 2019.

**On page 14 under Annual report on student discipline, can we be sure to use the language includes that disparities are included?**

**On page 11 disciplinary measures, are there age restrictions on these measures?**

Mrs. Posey stated that age is taken into consideration based, infractions. All levels use restorative practices before they get to measures that are more punitive.

Superintendent Bridges added when not spelled out by age, the practice is that the application is by age.

**Are restorative practices are in the procedures?**

**It is our practice to work on restorative justice. Do we need to place that in our policies?**

Dr. Igoe stated that it is in our procedures.

**Added that restorative practices are used across grade levels.**

**Policy will come back with additional language and administrative procedures.**

Mrs. Posey mentioned the need to address the definition of sexual harassment. **We had a stronger definition.**

**Concerned that if we lower the standard, we will be allowing behaviors that would not have previously been allowed.**

Superintendent Bridges noted that provided is the guidance from legal counsel. We will take the direction of the board.

**Our attorney is working to make sure we are consistent with federal and state law.**

Superintendent Bridges added the intent is not to take away protections.

**Concerned that it does not state it specifically. We need a clear understanding of the definition without having to go to other policies. Hard to understand the changes.**

Superintendent Bridges remarked that we would be sure that the changes are marked.

**If we have to have people search, people would not do that. We can use our own stronger language along with the recommended language.**

Mrs. Posey stated that she would take back to legal counsel.

### **Policy 2.260 Uniform Grievance**

#### **Board of Education Questions/Comments:**

Mrs. Posey noted that the language for Superintendent to apprise the Board of Education.

**We struck the language is that the Superintendent will keep the board apprised.**

Superintendent Bridges noted in the memo portion are the suggestions from legal counsel.

**The language is okay but thought we wanted to ask that the Superintendent update upon resolution of the complaint.**

**Last BOE meeting we talked about being apprised upon resolution.**

Mrs. Posey stated that Legal counsel is saying the Superintendent can update as the process moves along but not give details.

**Concern that timeframe is open ended. Propose that we put some kind of timeline.**

Mrs. Posey stated that she could look at a certain number of days or decide once you get into the investigation.

Superintendent Bridges recommendation is to put a cap of 10 days.

**We would receive reports only at the end upon resolution.**

**Second bullet will be amended to report at the end of investigation.**

Superintendent recommends a cap of 15 days.

**Policy will be on next agenda as discussion without action.**

### **Policy 2.265 Sexual Grievance**

**We can take whatever language we come to in the first and put it in the second.**

#### **Discussion with Action:**

#### **Establish Date for Public Hearing and Direct FY21 Amended Budget to be put on Public Display:**

Superintendent Bridges reported that the Board is required to adopt a budget by June 30, 2021. The Board is also required to set the date of public hearing on the budget and to set the date to display the budget.

#### **Board of Education Questions/Comments:**

None.

Charles Cush made a motion to approve the resolution to establish date for Public Hearing and Direct FY21 Amended Budget to be put on Public Display, seconded by Tony Casey. Those voting yes: Cush, McMillen, Fitzgerald, Wandke, Casey, Kozminski and Gericke. No: None. Motion carried.

#### **Establish Date for Public Hearing and Direct FY22 Tentative Budget to be put on Public Display:**

Superintendent Bridges reported that the Board is required to adopt a budget by September 30, 2019. The Board is also required to set the date of public hearing on the budget and to set the date to display the budget.

Joe Kozminski made a motion to approve the resolution to establish date for Public Hearing and Direct FY22 Tentative Budget to be put on Public Display, seconded by Donna Wandke. Those voting yes: Casey, McMillen, Kozminski, Wandke, Cush, Gericke and Fitzgerald. No: None. Motion carried.

**2021-2022 Board Meeting Schedule:**

Superintendent Bridges states that with the current board now seated, we need to set the schedule for meetings for 2021-2022. For the most part, we will follow the 1<sup>st</sup> and 3<sup>rd</sup> Monday model but there are a few exceptions. Recommending that BOE meetings for 2021-2022 be held at WJHS.

**Board of Education Questions/Comments:**

**If restrictions were lifted, would we move back to PSAC?**

Superintendent Bridges noted that would be a Board decision.

**How does that impact the schedule next May for graduation?**

Superintendent Bridges noted the High Schools have adopted a Sunday schedule for graduation.

**July 12 is better due to the extra meetings we have had this year and it gives more time it people want to travel.**

Superintendent Bridges remarked that the agenda is typically lighter.

Charles Cush made a motion to approve the 2021-2022 Board of Education calendar as amended, seconded by Tony Casey. Those voting yes: McMillen, Fitzgerald, Wandke, Gericke, Cush, Kozminski, and Casey. No: None. Motion carried.

**New Business**

None

**Old Business**

None

**Upcoming Events**

Superintendent Bridges reminded everyone that the next Board of Education meeting is May 18, 2021. Graduation is Sunday, June 6, 2021. Classes end on June 9, 2021

**Adjournment**

Tony Casey moved seconded by Joe Kozminski to adjourn the meeting at 9:41 p.m. A roll call vote was taken and the motion carried unanimously.

Approved: May 18, 2021

\_\_\_\_\_  
Kristin Fitzgerald, President  
Board of Education

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Susan S. Patton, Secretary  
Board of Education