

---

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.  
September 9, 2019 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

---

### **Call to order**

President Kristin Fitzgerald called the meeting to order at 6:00 p.m. Board members present: Charles Cush, Kristin Fitzgerald, Kristine Gericke, Joe Kozminski, Janet Yang Rohr, Donna Wandke and Paul Leong (arrived at 6:03pm.)

Administrators present were:

Dan Bridges, Superintendent,  
Bob Ross, Chief Human Resources Officer,  
Michael Frances, Chief Financial Officer/CSBO  
Nancy Voise, Assistant Superintendent for Secondary Education  
Chuck Freundt, Assistant Superintendent for Elementary Education  
Lou Cammisio, Director of Safety and Security

### **Closed Session**

Donna Wandke moved, seconded by Charles Cush 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)(8) Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonable potential danger to the safety of employees, students, staff, the public, or public property.
3. 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.
4. Pursuant to 5 ILCS 120/2(c)(5) The purchase or lease of real property for the use of the school board, including meetings held for the purpose of discussing whether a particular parcel should be acquired.

### **Meeting Opening**

Charles Cush made a motion, seconded by Kristine Gericke to return to Open Session at 7:01pm. 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:** Claire Yu, NCHS, Anna Snyder, NNHS

**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 congratulated the Board of Education on being one of 19 Boards of Education in the state to earn the IASB's 2019 School Board Governance Recognition designation. This recognition is designed to acknowledge school boards who have engaged in activities and modeled behaviors that lead to excellence in local school governance in support of quality public education.

## Public Comment:

None

## Action by Consent:

### 1. Adoption of Personnel Report

|   | EFFECTIVE DATE  | LOCATION            | POSITION                       |
|---|-----------------|---------------------|--------------------------------|
| <b>APPOINTMENT-ADMINISTRATION</b>           |                 |                     |                                |
| Daniel Thorse                               | 9/9/2019        | JJHS                | Interim Assistant Principal    |
| <b>APPOINTMENT-CERTIFIED FULL-TIME</b>      |                 |                     |                                |
| Alexandria Gohla                            | 9/16/19-5/22/19 | Kennedy             | School Social Worker           |
| Angelica Gonzalez                           | 8/28/19-5/22/20 | Mill St/Prairie     | School Social Worker Bilingual |
| Shanta Miles                                | 8/29/19-5/22/20 | Jefferson           | School Counselor               |
| <b>REVISED CONTRACT-CERTIFIED FULL-TIME</b> |                 |                     |                                |
| Lauren Frances                              | 12-Aug-19       | NNHS                | Agriculture                    |
| Cheryl Heilicser                            | 12-Aug-19       | Prairie/Connections | Speech-Language Pathologist    |
| <b>REVISED CONTRACT-CERTIFIED PART-TIME</b> |                 |                     |                                |
| Dawn Ingram                                 | 12-Aug-19       | Washington          | PLTW (56.93%)                  |
| Erin Kelly-Owen                             | 12-Aug-19       | Washington          | FACS (68.04%)                  |
| Janet Taylor                                | 26-Aug-19       | NNHS                | Art (50%)                      |
| <b>RETIREMENT-CLASSIFIED</b>                |                 |                     |                                |
| Deborah McCants                             | 11-Oct-19       | Connections         | Special Education Assistant    |
| <b>RESIGNATION-CLASSIFIED</b>               |                 |                     |                                |
| Sharon Benline-Bugajski                     | 19-Aug-19       | River Woods         | Special Education Assistant    |
| Kelsey Fischer                              | 13-Sep-19       | Naperville Central  | Special Education Assistant    |
| Sara Hofner                                 | 17-Jul-19       | Ann Reid            | Special Education Assistant    |
| Melissa Recka                               | 6-Sep-19        | Washington          | LRC Assistant                  |
| Leovardo Zamudio                            | 27-Aug-19       | Steeple Run         | Custodian                      |
| <b>REASSIGNMENT-NON-UNION CLASSIFIED</b>    |                 |                     |                                |
| James Vegetabile                            | 5-Sep-19        | Transportation      | Safety Coordinator-Trainer     |

|  |                    |                    |                                      |
|--|--------------------|--------------------|--------------------------------------|
| <b>EMPLOYMENT-NON-UNION CLASSIFIED</b> |                    |                    |                                      |
| Stephanie Gardner                      | 23-Sep-19          | PSAC               | Student Applications Support Analyst |
| <b>EMPLOYMENT-CLASSIFIED FULL-TIME</b> |                    |                    |                                      |
| Cristina Adamson                       | 23-Sep-19          | Naperville North   | Attendance Specialist                |
| Curtis Bark                            | 9-Sep-19           | Naperville Central | Maintenance                          |
| Rajeswari Bobba                        | 3-Sep-19           | River Woods        | Special Education Assistant          |
| Emma Cooke                             | 3-Sep-19           | Naperville Central | Campus Supervisor                    |
| Karen Carlson                          | 3-Sep-19           | Naperville Central | Special Education Assistant          |
| Kathleen Hightower                     | 29-Aug-19          | Kingsley           | Special Education Assistant          |
| Gary Galway                            | 3-Sep-19           | Naperville North   | Campus Supervisor                    |
| Moses Haynes                           | 3-Sep-19           | Naperville North   | Campus Supervisor                    |
| Sean Kuehne                            | 29-Aug-19          | Naperville North   | Campus Supervisor                    |
| Denise Lewis                           | 9-Sep-19           | Naperville Central | Special Education Assistant          |
| Lauren Lipan                           | 3-Sep-19           | Ranch View         | Special Education Assistant          |
| Samantha Porter                        | 9-Sep-19           | Transportation     | Bus Driver                           |
| Noah Randall                           | 3-Sep-19           | Naperville North   | Campus Supervisor                    |
| Anna Spencer                           | 9-Sep-19           | Steeple Run        | Special Education Assistant          |
| Wendy Welch                            | 9-Sep-19           | Washington         | Computer Support Associate           |
| Catherine Zlatos                       | 9-Sep-19           | Mill St.           | Special Education Assistant          |
| <b>LEAVE OF ABSENCE-CLASSIFIED</b>     |                    |                    |                                      |
| Ben Ochoa                              | 6/1219 –<br>6/1120 | NCHS               | Custodian                            |
| Won Chae                               | 1/920 –<br>1/29020 | Transportation     | Bus Driver                           |

## 2. Approve a Settlement

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

### Student Ambassador Reports

Claire Yu-NCHS

- Saturday, Sep. 21, Illinois Waterway Cleanup begins at 9 am to noon there has been a lot of publicity about it at all Naperville High School
- Iceland and Galapagos Islands trips being publicized! Dates are to be determined but will be announced at a meeting on Tuesday, Sep. 10.
- Parent Night College Info Session last week
- Next week: Club Expo, an event for freshmen to get to know all of the clubs offered at Central, will be occurring during lunch Thursday and Friday!
  - 80 percent of all NCHS students are in at least one extracurricular activity.
- Naviance, an application that helps students navigate the college admissions process, is being replaced and is used by current seniors. SchoolLinks is the new program and is being introduced to freshmen, sophomores and juniors.

Anna Snyder- NNHS

### **SOCIAL**

- This Friday is Positive Thinking day and the NNHS learning commons is hosting a "take what you need display" throughout and is also creating opportunities to write positive messages of encouragement to your friends and loved ones
- The Huskies have already had their first two home Football games of the season.
- The first of these games was extra special as it was Senior Night for Football, Dance Team, Marching Band, and Color Guard.
- The NNHS annual 80's dance raised around 4000 dollars and the money will be donated to local organizations, the school, and to a Student Government sponsored senior award, given out at the end of this school year
- The first round of SOS training is happening tomorrow for all the Freshman

## **ACADEMICS**

- NNHS Seniors are beginning their meetings with their Senior counselors and have started to attend their College visits hosted by the school, as they begin to prepare to apply to college
- The application process for NHS has begun for incoming juniors and seniors interested
- One of our Juniors, Grace Raquel, was named an Outstanding Academic All-American recipient for USA Water Polo.

## **ARTS/CLUBS**

- The first play of the year, A Simpler Time, is taking place this coming weekend.
- Orchesis, Esports, and Rocket League are having their tryouts in the next coming weeks
- Robotics, GSA, Spanish Club, Mandarin Club, DECA, BPA, Debate Team, CEC, Gourmet Club, Conservative Club, Media Production, the Class Boards and many other clubs have begun all their meetings for the year
- The application has opened for Student Technology Advisory Council and will close in a week

## **ATHLETICS**

- Boys Soccer won the Best of the West final for the 5th year in a row this past Saturday
- Girls Golf placed 3rd in the Waukegan Invitational this past Saturday
- Boys and Girls XC had their first meets this past weekend
- Boys Golf, Girls Field Hockey, Girls Tennis, Girls Volleyball, and Boys Football continue to work hard as they get deeper into their seasons

## **Superintendent/Staff/School Report**

Superintendent Bridges invited Jon Vogel, Principal of Washington Junior High to present WJHS's School Improvement Plan report.

- Our plan continues to focus on closing identified subgroup achievement gaps and ensuring that all students are able to realize their potential.
- Our current two-year school improvement goals will be updated this year based on Illinois Assessment of Readiness or IAR, which replaces PARCC and this fall's NWEA Map Growth results.
- We are encouraged with our progress toward achieving our two-year goal that 75% of all students will meet or exceed expectations on the ELA PARCC assessment.
- Washington's initiatives have propelled our school to reach a higher level of achievement in ELA. Over the past three years, our PARCC ELA achievement scores have consistently increased.
- Our identified subgroups show positive trends over the past three years, with the exception of our economically disadvantaged students. African American students were not reported in 2017, since the threshold for subgroup designation were not met. Gap closure measures such as enhanced Co-Teaching, Wildcat Workshop, PLCs, Lunch Bunch, Summer Boot Camp, and Strategic programming have all played a vital role in this upward trend.
- Math results are equally encouraging. Sixty-two percent of all students met or exceeded expectations on the Math PARCC assessment.

- Similar to the ELA trend, PARCC Math achievement scores have increased by 10% over three years. Our Math specialists are integrated into all three grade levels to deliver targeted instruction.
- We will be shifting in the way we respond to student needs through the full implementation of MultiTiered System of Support (MTSS) on a school-wide basis.
- Our increased Learning Support Coach allocation from 1.5 to 2, thanks to the board of education, has allowed us to consistently support PLC efforts focused on data-driven discussions to improve instructional practices, student growth, and achievement.
- The growth of positive Co-teaching partnerships has provided an educational environment that utilizes instructional approaches, such as Parallel and Station teaching, which directly benefits the whole student population. As a result, we have seen a positive trend in student achievement data for our students with IEPs.
- As part of the district's Strategic Blueprint 1.18.D implementation of the Social Emotional Learning (SEL) goals, teachers have focused on implementing SEL lessons embedded into 5th through 8th grade content areas.
- Washington is implementing the MTSS framework to enhance academic and social emotional support we provide for students. This shift in instructional practice has already made a positive impact on how Washington staff identify student academic and social/emotional needs.
- At Washington, short and long-term interventions and enhancement will be provided by teachers and specialists both in the classroom and during Supervised Study. Standard assessment results such as IAR and MAP will be used by teachers and students for goal-setting and student-led conferences.

#### **Questions:**

#### **Thank you for that report**

#### **In the beginning, you talked about self-directed learning and how you have students set up their goals for the year. Can you give example of that?**

Students set 2 academic goals and 1 personal goal. These goals are set by the students with input from teachers and parents. This is our second year of doing this following a one-year pilot. In the fall, students and parents are guided to set the goals and in the spring, the students report on their progress toward their goals. They use data from testing to learn what they need to do in order to accomplish the goals by the end of the school year.

#### **Is this unique to WJHS?**

No, a number of schools do this.

#### **How many students meet the economically disadvantaged criteria?**

In 2018, we had 83 students.

#### **The Board appreciates you include how additional resources are being used. Helps us know how to Parallel and Station works in teaching multiple lessons in one classroom.**

Some coteaching teams include the LBS teacher and the classroom teacher. They coplan and set up multiple lessons to be going at the same time. They will set up parallel or reteaching of a concept for a group of students. The core teacher or LBS can reteach a concept to those who need it before they move one. In parallel teaching, both teachers teach the same lesson but in different styles so that more students can grasp the concept. With stations, they set up stations in the classroom so students work their way through them so they can learn the concept.

#### **Can you highlight the additional support that has been referenced?**

We have three counselors who loop through with the students while at WJHS. We now have 1.5 LSC's went and an additional SSC who is part of a team. The SSC works primarily with LBS to teach co teaching.

#### **Can you say a little bit more about the Supervised Study Intervention enhancements?**

This is the first year we are trying this. Another school had some success with pushing in. We look at groupings of students and push in during their Supervised Study time.

**President's Report**

Mrs. Fitzgerald reported that the Board was asked by the City Manager and City Council of Naperville for a statement on the sale of recreational cannabis. Thank you to the Board members who reached out to as many groups as we could to gather information. We did provide a statement that is on the City Council website. The Lisle Board of trustees has also asked for a statement so we will send our statement to them.

**Board of Education Reports**

None.

**Discussion without Action**

**IGA with Park District on Turf Fields**

The proposed IGA with NPD is included in Board Docs. Bob Ross emphasized the cooperation with the Park District and Park Board. All groups were willing to work together on this agreement.

**Questions:**

None.

**Board Policy 5.220**

Bob Ross, Chief Human Resources Officer mentioned that at the two meetings in May of 2019, the Board of Education discussed changing rates of pay for a number of positions including substitute teachers, permanent building substitute teachers and long-term substitute teachers. The Board approved the administration's recommendations at the May 21, 2019 meeting.

The existing language in Policy 5.220 needs to be updated as presented in order for Board Policy to match the new pay rate for long-term substitute teachers.

This is an easy policy change.

Would like to come back in a couple of weeks for approval.

**Discussion with Action**

None

**Old Business**

None

**New Business**

None

**Upcoming Events**

Superintendent Bridges reminded all that the second meeting of September will be held on the fourth Monday, September 23, 2019.

Sept 27 Crosstown Classic Community event at North Central College with the game beginning at 7:00.

**Adjournment**

Donna Wandke moved seconded by Joe Kozminski to adjourn the meeting at 7:32 p.m. A voice vote was taken and the motion carried unanimously.

Approved: September 23, 2019

---

Kristin Fitzgerald, President, Board of Education

---

Susan Patton, Secretary, Board of Education