
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
September 7, 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, Joe Kozminski, Amanda McMillen, Donna Wandke, Charles Cush, and Tony Casey.

Administrators present were:

Dan Bridges, Superintendent,

Bob Ross, Chief Human Resources Officer

Michael Frances, Chief Financial Officer/CSBO

John Bruesch, Assistant Superintendent for Administrative Services

Chala Holland, Assistant Superintendent for Administrative Services

Closed Session

Tony Casey 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) (2) Collective negotiating matters between the public body and its employees or their representatives.
3. Pursuant to 5 ILCS 120/2 (c)(9) Student Disciplinary Cases

Meeting Opening

Joe Kozminski made a motion, seconded by Charles Cush to return to Open Session at 7:08 p.m. A roll call vote was taken. Those voting yes: McMillen, Gericke, 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.

Roll Call

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

Student Ambassadors present: None.

Administrators present: Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Elementary Education, Lisa Xagas, Assistant Superintendent for Student Services, Rakeda Leaks, Executive Director of Diversity and Inclusion, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Chala Holland, Assistant Superintendent for Administrative Services, John Bruesch, Assistant Superintendent for Administrative Services Bob Ross, Chief Human Resources Officer, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

Pledge of Allegiance

Led by the Board of Education

Good News

Superintendent Bridges reported that on August 20, 2001, Governor JB Pritzker signed HB1778 into law. The Beyond Charity Bill (HB1778) requires districts to add contact information for the National and Local Suicide Prevention Hotline, and the Crisis Text Line to student i.d. The founders of Beyond Charity and Naperville Central students, Aparna Ramakrishnan, Luka Sereci and Anna Schmidt wrote this bill.

Beyond Charity has worked with Representative Mussman and Representative Yang-Rohr to introduce this bill.

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.

Emmery Clements-Student at NCHS speaking on behalf of 121 grade 9-12 male, female and non binary students who signed a petition recognizing the gender bias within the safe search and security filters on our Chromebooks.120 Working for about a year with the IT department to get these bias's removed. Workaround is not efficient for some projects and some students will choose a different topic in order to avoid the workaround.

Parents should be able to opt out of these restrictions. Not asking to give unabridged access to a six year old. Teach us how to manage the data instead of denying us access to it. It is not enough for you to say that you care and appreciate hearing from students when it doesn't result in any action. These filters are the problem. We should be leading this effort toward change.

John Blakey-speaking on behalf of Awake Illinois. Understand that CRT is not being taught in classroom. There are many buzzwords of CRT in the Naperville 203 Equity plan. Many parents do not understand the goals of the equity plan. At Awake Illinois, we remain concerned that CRT will continue to make its way into our kids' education. As parents, we must reject this. We must educate ourselves on the Equity plan as well as the buzzwords that marks true intent; know your kids' curriculum and book lists. Reach out to Awake Illinois with any examples of indoctrination or discrimination.

Thank you to all who issued public comments both in person and via email.

Reminder that the BOE has designated the Superintendent to respond to all public comments.

Action by Consent:

1. Adoption of Personnel Report

	Effective Date	Location	Position
RESIGNATION-CERTIFIED			
Victoria Pietrus	8/14/2021	NNHS	Learning Commons Director
APPOINTMENT-CERTIFIED FULL-TIME			
Cassie Lukehart	8/19/21 - 5/27/21	NNHS	FACS Teacher

Lura Quandt	SY 21-22	Steeple Run	1st Grade Teacher
Sarah Valentine	8/17/21 - 5/27/21	Highlands	4th Grade Teacher
Jenna Noesen	SY 21-22	Meadow Glens	3rd Grade Teacher
Kaitlin Daltrey	8/20/21 - 5/27/21	Prairie	Speech Language Pathologist
Sara Finkelstein	8/26/21 - 5/27/21	JJHS	ELA and Science
Su Jin Park	8/30/21 - 5/27/21	Ranch View	EL
Sonia Alvarez	8/31/21 - 5/27/21	MJHS	Mathematics
APPOINTMENT-CERTIFIED PART-TIME			
Savena Joiner	Sy 21-22	Highlands	Learning Behavior Specialist
Kristen Goodpaster	8/19/21 - 5/27/21	Steeple Run/ Elmwood/Beebe	Art Teacher
Jeanette Hansen	8/19/21 - 5/27/21	NNHS	Fine Arts Teacher
Lucinda Madden	8/23/21 - 5/27/21	MJHS/WJHS	Art Teacher
Mary Currie	8/20/21 - 5/27/21	Steeple Run/Elmwood/Beebe	Music Teacher
REVISED CONTRACT- CERTIFIED FULL-TIME			
Kimberly Wittstock	SY 21-22	NNHS	Fine Arts Teacher
Patrick Zemanski	08/25/21- 5/27/21	NCHS	School Psychologist
REVISED CONTRACT- CERTIFIED PART-TIME			
Megan Murphy	SY 21-22	NNHS/NCHS	Math Teacher
RE-EMPLOYMENT- CERTIFIED PART-TIME			
Hannah Westlove	SY 21-22	Beebe, Elmwood, Ellsworth, Steeple Run	PE Teacher
RESIGNATION-NON-UNION CLASSIFIED			
Yingsuan Huang	9/10/2021	PSAC	HR Generalist
RESIGNATION-CLASSIFIED			
Angel Cardenas	10/4/2021	NCHS	Custodian
John J. Falconio	8/31/2021	Transportation	Bus Driver
Melissa Herth	8/3/2021	Kingsley	Special Education Assistant
Heather A. Carbonel	8/18/2021	Scott	Special Education Assistant

Lisa S. Bruce	8/18/2021	NNHS	Special Education Assistant
Linda Schuman	8/18/21	Steeple Run	Special Education Assistant
Priyadarsini Inkollu	8/20/21	NNHS	Special Education Assistant
Victoria B. Ebelhack	8/20/21	NCHS	HS Financial Secretary
Elizabeth A. Rodgers	8/20/21	River Woods	Special Education Assistant
Timothy N. Berner	8/25/21	Kingsley	Computer Support Associate
Michael Mangialardi	8/27/21	Scott	Custodian
Suann Forthaus	8/30/21	Scott	Special Education Assistant
Cinda A. Flitsch	9/8/21	Building & Grounds	Senior Secretary
Danielle J. Brown	9/9/21	PSAC	Sr. Administrative Secretary
Lisa Honekova	9/16/21	Elmwood	Instructional Assistant
EMPLOYMENT-NON-UNION CLASSIFIED			
Alexander Mayster	9/13/2021	PSAC	Exec Director Communications
EMPLOYMENT-CLASSIFIED FULL-TIME			
Mirjana Maja	8/18/2021	Mill Street	Special Education Assistant
Julia Campos	8/18/2021	Ann Reid	Special Education Assistant
Micheline Y. Hanna	8/18/2021	Prairie	Special Education Assistant
Alicia Gallegos	8/19/2021	Elmwood	Health Technician
Emma C. Aloran	8/20/2021	Maplebrook	Special Education Assistant
Katherine Kettley	8/19/2021	Transportation	Bus Driver
Dhori Deli	8/30/2021	NCHS	Custodian
Derek Pelletier	9/2/2021	Steeple Run	Custodian
Adrienne R. Voigt	9/7/2021	Ranch View	Special Education Assistant
Linda Jardine	9/7/2021	Naperville North	Health Technician
Amy S. Smith	9/7/2021	Meadow Glens	EL Assistant
Sandra L. Pesce	9/7/2021	Prairie	Special Education Assistant
Jessica P. Erives	9/7/2021	Jefferson	Computer Support Associate
Xhoziana Bebi	9/7/2021	Mill Street	Special Education Assistant

Andrea Sacek	9/7/2021	Elmwood	Special Education Assistant
David-Vien Nguyen	9/7/2021	Kennedy	Special Education Assistant
Mahsa Alborzi	9/7/2021	Ranch View	Computer Support Associate
EMPLOYMENT-CLASSIFIED PART-TIME			
Nicholas W. Sanders	9/7/2021	Naperville North	Music Assistant
Erica R. Kritzer	9/7/2021	Elmwood	Instructional Assistant

2. Student Discipline

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

Superintendent Bridges introduced Alex Mayster as our new Executive Director of Communications.

Superintendent/Staff/School Report

Superintendent Bridges gave an update regarding our mitigations now and moving forward.

- All employees and other individuals who are contracted to work in our school district must be vaccinated or submit to weekly testing.
- While this requirement was initially set to begin September 5, it has been extended to September 19. We are currently in the process of collecting proof of vaccination from our staff. Those who are not vaccinated or choose not to show proof of vaccination will be required to provide a weekly negative test. We are finalizing the process by which volunteers who are in our schools on a regular basis and in close proximity to other persons will demonstrate either their proof of vaccination or recent negative COVID test.
- On August 31, 2021, the Illinois State Board of Education further updated its guidance for students who are unable to attend school due to a COVID related matter. Our current plan for students who are unable to attend school incorporates student/teacher communication, access to all classroom and course learning materials, and ongoing support for students directly from their teachers.
- We will continue to monitor the effectiveness of our current model across all levels.
- We anticipate launching SHIELD Illinois testing in our schools nearer to the end of the month. The rostering of students and staff is underway while administrators in schools have identified locations and times for testing students once per week. Schools will notify parents and guardians regarding their unique testing schedules.
- Concerning questions regarding the reliability of covidSHIELD test results, in a recent study conducted by the University of Illinois, the saliva test was shown to have a specificity or the ability to detect a true negative of 98.9% and a sensitivity or the ability to detect a true positive of 95.8%. To summarize, this indicates that the false positive rate for covidSHIELD is 1.1%. This is quite robust relative to other RT-PCR tests that are widely available.
- The DuPage County Health Department provided a mobile vaccination Care Van on Saturday afternoon at Naperville Central High School for any individuals desiring an initial or second Pfizer dose. Additionally, the single dose Johnson & Johnson vaccine was available. Next weekend, the Care Van will be available at the Naperville Pride Fest on both Saturday and Sunday afternoon providing both vaccines.

- On August 2, 2021, I shared with the Board of Education that the Illinois Department of Public Health and Illinois State Board of Education provided an allowance for a “test-to-stay” protocol for students identified as close contacts when masking is required. Despite feedback from superintendents across the county, the DCHD still does not support this option. I will continue to work with advocacy groups such as the DuPage ROE and LEND to move this option forward to reduce the number of students in quarantine.

Board Questions/Comments:

Thank you for the report. There are community members who are saying they are not getting enough support from their classroom teacher so is the normal protocol to go to the teacher then principal?

Superintendent Bridges remarked yes.

Does the county Health Dept review data for test to stay?

Superintendent Bridges noted that DCHD has indicated that they are looking at it and reviewing the test to stay and may start a pilot.

We need that test to stay with the number of students we have in quarantine within the first two weeks.

Superintendent Bridges couldn't agree more. Will continue to work with advocacy groups.

We are the only county that will not support this effort. Can you keep us informed as to how the advocacy goes?

Superintendent Bridges stated that we do feel that we have a strong support in place. If parents have questions, they should reach out to their teacher or building administrator.

Did the DPCHD say why they will not support the test to stay.

Dr. Nolten stated they are concerned about the efficacy of the process.

How will they overcome their issues?

Dr. Nolten noted that with a pilot, they might be able to overcome their issues.

Superintendent Bridges noted that the concern is also the consistency of mask wearing.

Test to stay is tied to consistent mask wearing.

The students who have proof of vaccination and are asymptomatic do not have to quarantine.

Superintendent Bridges noted that is correct.

Can you discuss the reason we are not providing the 2.5 hours of synchronous instruction?

Mrs. Willard remarked that the question is what 2.5 hours do you pick. The feedback we have gotten is that our plan is working. There is support with Canvas and Seesaw and from the individual teacher.

How is staff responding to the vaccine mandate and this ISBE guidance on instruction?

Superintendent Bridges stated that we are still in the process of verifying status from staff. In regards to the teaching guidance is that this is new. Staff sees this as an opportunity to support the students on an individual basis. We are committed to continue to evaluate the effectiveness. Focus is going to be on curriculum and SEL.

For High School, are we utilizing Canvas for recorded instruction?

Superintendent Bridges stated that Canvas allows for multiple ways of instruction. The people who make the best decisions are the educators in the classroom.

President's Report

President Fitzgerald remarked that this School Board is one of 35 Boards statewide to be receive the 2021 School Board Governance Award. There will be a dinner on October 21 where the award will be presented.

I also want to highlight the excellent work that LEND does in advocating for students and Superintendents and staff in DuPage County.

Board of Education Reports

None

Discussion without Action

Review School Calendar Criteria

Superintendent Bridges noted that as we begin the process of preparing calendars, we would back the criteria that was added in 2016 based on a survey of parents and staff.

House Bill 0004 was signed into law and is now a Public Act, which allows the use of an eLearning Day for schools, used as polling places. We would like to get your input on whether that should be criteria that is considered. This does require contracted employees to be paid for the day.

Board Questions/Comments:

Thank you for reviewing the criteria.

I understand that the number of days of each semester can vary; I am just concerned that eight days can be very significant especially in AP courses.

Superintendent Bridges responded that the bigger that number gets, the more it concerns us as well. While the Fall semester can have fewer days, the Spring semester is interrupted with state testing, AP testing and other types of interruptions. It is not very often that the difference is at the maximum number.

The number of instructional days should be balanced between semesters.

Superintendent Bridges reminded the Board we are not going to be approving a calendar next week.

Which one weighs heaviest, the balanced semesters or the exams before winter break?

Superintendent Bridges remarked the criteria that received the most comment was having exams before winter break.

Seems like the right approach. Have we talked about how often we update the survey?

Superintendent Bridges noted that the calendar committee does include educators and parent representation.

There are two election days in the spring. Will we use the eLearning plan for those schools that are polling places?

Superintendent Bridges stated that is correct.

Support using the eLearning Days for schools that are polling places. Helps create continuity.

Can we get some feedback from Home and School?

Feedback once the calendar is created should be enough.

IT Improvement Plan

Superintendent Bridges stated that this is a new report that we are giving to the Board. The timeline for IT purchases does not really align with the budget process. Mr. Frances recommended that we create this report as we have for capital improvement report.

This is a preview of what will be purchased going forward.

Mr. Brunelle shared the Information Technology Capital plan along with its purpose, some of the key investments it contains and a longer-term view into what these investments look like for our district.

- It's the part of the overall IT budget that identifies and tracks large capital expenditures, which are needed to support District operations, systems and learning.
- It assists in district planning of key projects and logistics across multiple school years.
- It provides high visibility into technology initiatives and investments in current and future years.
- It is used to inform district stakeholders about large-scale projects & technology refreshes.
- Investments such as refreshing our district-wide student 1:1 devices, staff laptops or workstations, specialized program equipment along with key data center, network connectivity and cybersecurity systems would be included in this plan.
- The plan does not include predominantly non-capital or other costs. These items are included in other portions of the overall technology budget. Things such as:
 - District application purchases, software licensing and renewals

- Recurring educational of district supporting application expenses and licenses
- Telecommunication connectivity services (Internet, Cellular Phones)
- Repair and upkeep of existing devices
- Consulting, contractors, and external expertise
- Networking security audits
- Standard computer peripherals
- Maintenance contracts
- Electronic document storage costs
- Audio/Visual systems upkeep
- Our total IT budget for this current fiscal year is approximately 11.3M. This represents approximately 3% of the total district budget. Almost 77% of the total IT budget is made up of the Infrastructure and Administration and our planned Capital investments portions.
- The other areas of Data Operations and Innovation and Learning represent around a \$1.3M budget annually each and contain our budgets for our enterprise applications such as Infinite Campus, CANVAS and data systems along with our software and professional development that is used throughout our Learning Services and classrooms for developing our staff and educating our students
- The Infrastructure and Administration area can be broken down into several categories:
 - IT Equipment & Repairs:
 - IT Infrastructure Software:
 - IT Services: Service & Support for:
- The investment steam averages around \$3.4M annually. We have the highest confidence level in the costs for this year and next year and have estimated costs to the best of our ability for the following 3 years.
- Items such as student devices, staff devices, digital media systems, safety systems, data center and networking hardware, with predicted spend in the years of refresh, averaging approximately 3.4M annually.
- Our plan needs to remain living and flexible, as there are industry and other variables that can impact technology advancements, availability and functionality. Impacts from supply chain constraints, shortages, demand spikes or changes in our district instructional needs can all play a part in the strategies we develop and employ and need to be factored into this and our overall Information Technology financial planning process.

Board Questions/Comments:

Thank you for this report. Can we see some fiscal spending from the two previous years, 2020 and 2021 so we can have a gauge of where the increases were from?

Superintendent Bridges stated that we could pull some reports from action that we have had in previous meetings and add to BoardDocs for the next meeting.

Can you talk about Chromebooks, why were they chosen?

Mr. Brunelle stated that they have continued to evolve and have become more robust. They are very easy to repair and mass deploy them. They suit our needs well.

Thank you for the clarity of this report. Can you help me understand how firewall plans are a one year expenditure?

Mr. Brunelle noted that they have a 6 year lifespan.

How often do we revisit the refresh cycle? How do you determine the cycle?

Mr. Brunelle remarked that a big reason is when the system can no longer update them or repair them. We had to downgrade the life of Chromebooks from 4 years to 3 because of the use.

We will have action on the IT plan at our next Board meeting.

**Discussion with Action
Naperville 203 NUEA MOA**

Superintendent Bridges explained that this MOA allows stipend schedules to be posted annually on the website. Currently they are only in the contract so they are out of date after year one.

Charles Cush made a motion to approve the Naperville 203 NUEA MOA as presented, seconded by Tony Casey. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, Casey, and Wandke. No: None. The motion carried.

Collective Bargaining Agreement between Naperville 203 and NUEA

Superintendent Bridges stated he is pleased to share the tentative agreement that has been ratified by the NUEA.

President Fitzgerald added that the Board is very pleased that we worked collaboratively.

Contract is growth focused. Pay schedules are retroactive for the 2021-2022 school year.

Highlighted a few of the agreed upon items. Contract is a result of the value we have of our highly qualified educators and fiscally sound.

Board Questions/Comments:

None

Donna Wandke made a motion to approve the Collective Bargaining Agreement between Naperville 203 and NUEA as presented, seconded by Joe Kozminski. Those voting yes: Cush, Casey, Fitzgerald, Wandke, Kozminski, McMillen and Gericke. No: None. The motion carried.

Board of Education Agreements

Superintendent Bridges introduced the Board agreements as agreements between the members of the Board of Education that guides their work together.

Recommend approval as presented.

President Fitzgerald added that this is a working document.

Board Questions/Comments:

Thank you for this. We not only have these agreements but they guide us.

Charles Cush made a motion to approve the Board Agreements as presented seconded by Kristine Gericke. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, Wandke, McMillen and Casey. No: None. The motion carried.

Old Business

None

New Business

None

Upcoming Events

Superintendent Bridges noted the following:

Monday September 20, next Board of Education meeting.

FOCUS 203 on September 28 will be State of the District.

The morning one will be via Zoom. The evening one is planned to be in person at KJHS. There will be a registration process.

Adjournment

Kristine Gericke moved seconded by Joe Kozminski to adjourn the meeting at 8:19 p.m. 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: September 20, 2021

Kristin Fitzgerald, President, Board of
Education

Susan Patton, Secretary, Board of
Education