

---

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. February 18, 2020 AT 7:00 P.M., CLOSED SESSION 5:00 p.m.

---

### **Call to order**

President Kristin Fitzgerald called the meeting to order at 5:00 pm. Board members present: Kristin Fitzgerald, Kristine Gericke, Paul Leong, Janet Yang Rohr, Donna Wandke, Joe Kozminski (arrived 5:02pm) and Charles Cush (arrived at 5:04pm).

Administrators present were:

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

### **Closed Session**

Kristine Gericke moved, seconded by Janet Yang Rohr to go into Closed Session at 5:00 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. 01/21/2020, 02/03/2020.
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) (2) Collective negotiating matters between the public body and its employees or their representatives.

### **Meeting Opening**

Joe Kozminski made a motion, seconded by Kristine Gericke to return to Open Session at 7:06 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, Joe Kozminski, Kristine Gericke and Janet Yang Rohr.

**Student Ambassadors present:** Anna Snyder, NNHS. Absent Claire Yu, NCHS.

**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-Steeple Run**

Josh Louis, Principal of Steeple Run Elementary School introduced the following students who will lead the Pledge of Allegiance: Kaitlyn Delaney, Ava Benjamin, Emily Baugh, Aliyah Nicholson, Raina Gokhale, Winter, Clark, Hunter Stade, Adiah Chaney, Elimar Chaney, and Krisha Sharma.

### **Good News**

Superintendent Bridges recognized eleven students from Naperville Central and Naperville North who have been named as **2020 Presidential Scholar Candidates**.

Mr. Bridges invited NCHS Principal Bill Wiesbrook to introduce the following students from Naperville Central: James E. Schatz, Kathryn R. Southon, Raymond Tong, and Vivian Zhao.

Superintendent Bridges introduced NNHS Assistant Principal Jay Wachtel to introduce the following students from Naperville North: Allen Gu, Sanjana Roy, Kevin S. Shi, June Sun, Weirui Tong, Zachary L. Xi, Ann Y. Zhao, and Brian H. Zheng.

Superintendent Bridges reported that the NNHS **Science Bowl Team** had won the State Championship for the fourth consecutive time and tenth appearance overall. He asked NNHS Assistant Principal, Jay Wachtel to introduce the team. Kevin Farrell coaches the following team members: Allen Gu, Marissa Li, Judson Lam, Joshua Tennyson and Geoffrey Wu.

Superintendent Bridges asked NNHS Assistant Principal Jay Wachtel to introduce Katiana Wieser, NNHS **Mission Maker**. Principal Stephanie Posey nominated Katiana for being a community contributor. Katiana is a member of the NNHS Robotics team and as such she has been a part of the Sit with Me campaign that validates and recognizes the important role women play in creating future technology. Katiana has invited people to sit in a red chair and share their story to inspire young women to become involved in technology.

Superintendent Bridges invited Maplebrook Elementary Teacher Megan Clow to introduce **Mission Maker** Kashyap Merchant. While visiting in India, Kashyap saw firsthand what poverty means. He was so touched by the poverty-stricken kids who were selling items, begging for money and wandering and sleeping on the streets, he decided to celebrate his 7<sup>th</sup> birthday with kids for whom birthday cake is a luxury. His parents helped him work with an organization that provides food, shelter and education to foster kids who have been living on the streets. Around 175 children feasted on 20 pounds of birthday cake and lunch as well. Truly, Kashyap is living out the District's mission.

### **Public Comment**

Parent Liz Bowling-spoke to the Board regarding school safety. Mrs. Bowling has concerns that District 203 is not doing enough in the area of school safety. School safety needs to be at the forefront of all the District is doing. Mrs. Bowling is requesting the District to place the safety and security of our students at the top of the priority list. She is interested in the District adding metal detectors as well as adding bulletproof pods to buildings.

### **Monthly Reports**

- Treasury Report- The Board received the December 2019 Treasurer's Statement
- Investments- The Board received the December 2019 Investment Report
- Insurance-The Board received the December 2019 Insurance Report
- Budget-The Board Received the December 2019 Budget Report

**Action by Consent:**

**1. Bills and Claims** from Warrant #1022830 thru Warrant #1023573 totaling \$19,128,965.72 for the period of January 22, 2020 to February 18, 2020.

**2. Adoption of Personnel Report**

	<b>EFFECTIVE DATE</b>	<b>LOCATION</b>	<b>POSITION</b>
<b>RETIREMENT-CERTIFIED</b>			
Barbara Bowman	end of 19-20 school year	Mill St	3 <sup>rd</sup> Grade
Lisa Burke	end of 19-20 school year	Naper	4 <sup>th</sup> Grade
Julie Comerford	end of 19-20 school year	Beebe	Art
David Craig	end of 19-20 school year	Maplebrook	3 <sup>rd</sup> Grade
Marion Ducommun	end of 19-20 school year	JJHS	Science & Math
Melanie Eilers	end of 19-20 school year	Meadow Glens	Certified School Nurse
Tamara Glenn	end of 19-20 school year	Ellsworth	1 <sup>st</sup> Grade
Debra Harris	end of 19-20 school year	JJHS	Language Arts & Math
Melissa Heitz	end of 1 <sup>st</sup> semester 20-21 school year	Naper & WJHS	Gifted
Paula Helberg	end of 19-20 school year	Steeple Run	Reading Specialist
Annette Hennessy	end of 19-20 school year	NCHS	Communication Arts
Michael Klick	end of 19-20 school year	KJHS	PLTW
Kathleen Knapp	end of 19-20 school year	Kingsley	Art
Katharina Linder	end of 19-20 school year	NCHS	IC-Social Science
Robin Lipkowitz	end of 19-20 school year	Steeple Run	Learning Support Coach
Theresa Lodesky	end of 19-20 school year	Scott	Learning Behavior Specialist
Susan McLean	end of 19-20 school year	Meadow Glens	4 <sup>th</sup> Grade
Karen Quigley	end of 19-20 school year	Mill St	4 <sup>th</sup> Grade
Sheri Rubin	end of 19-20 school year	Meadow Glens	Learning Behavior Specialist
Cheryl Schlumpf	end of 19-20 school year	KJHS	Physical Education
Jane Thompson	end of 19-20 school year	NCHS	Social Science
Marcell Troy	end of 19-20 school year	Ellsworth	Gifted

<b>RESIGNATION-CERTIFIED</b>			
Zilda Blazina	end of 19-20 school year	Beebe	School Psychologist
Brittany Lilly	16-Aug-20	Student Services	Occupational Therapist
Colleen McGovern	16-Aug-20	Ranch View	1 <sup>st</sup> Grade
Sarah Poletto	end of 19-20 school year	NCHS	Science
Kayla Wagner	16-Aug-20	Scott	Physical Education
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Angela Klintworth	2/18/20-5/22/20	Beebe	School Social Worker
<b>EXTEND LEAVE OF ABSENCE-CERTIFIED</b>			
Rachel Fruin	2020-21 School Year	NCHS	Math
<b>RETIREMENT-NON-UNION CLASSIFIED</b>			
Susan Kamba	27-Mar-20	IT	Manager of Network Operations
<b>RETIREMENT-CLASSIFIED</b>			
Mary Ann Senal	31-Jul-20	Kingsley	Instructional Assistant
Gary Stratton	21-Feb-20	Jefferson	Special Education Assistant
<b>RESIGNATION-NON-UNION CLASSIFIED</b>			
Nieta Gates	29-Feb-20	HR	HR Generalist
<b>RESIGNATION-CLASSIFIED</b>			
Daniel Drinkard	19-Feb-20	Naperville Central	Special Education Assistant
Samantha Samuel-Ogunsanya	26-Feb-20	Connections	Special Education Assistant
Washina Slaughter	27-Jan-20	Elmwood	Custodian
Jason Walsh	10-Feb-20	Naperville Central	Campus Supervisor
<b>REASSIGNMENT-NON-UNION CLASSIFIED</b>			
Patricia Mendoza	5-Feb-20	IT	Network Engineer
<b>EMPLOYMENT-NON-UNION CLASSIFIED</b>			
Angelica Delgado	24-Feb-20	PSAC	HR Assistant
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Ornela Campbell	24-Jan-20	Ann Reid	Special Education Assistant
David Ellerson	3-Feb-20	River Woods	Custodian
Tamara Geary	31-Jan-20	Naperville Central	Special Education Assistant

Alexandra Gomez	17-Feb-20	Connections	Special Education Assistant
Julia Knoll	17-Feb-20	Connections	Special Education Assistant
Ardit Kurti	12-Feb-20	Elmwood	Custodian
LEAVE OF ABSENCE-CLASSIFIED			
Jessica Salvacion	10/3/19 – 5/22/20	NNHS	Special Education Assistant
REVISED LEAVE OF ABSENCE			
Won Chae	No Leave Taken (1/9/20-1/29/20)	Transportation	Bus Driver
Lindsay Bergland	3/9/20 – 5/21/20	Maplebrook	Special Ed Assistant

**3. Board Meeting Minutes: 01/21/2020, 02/03/2020**

**4. Junior High School Yearbook**

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

**Student Ambassador Reports**

Anna Snyder

**SOCIAL**

- NNHS hosted author Candace Fleming to discuss and sign her most recent book, The Rise and Fall of Charles Lindbergh!
- On Valentine’s Day, the NNHS Jazz Ensemble played saxy grams for the students at North.
- Student Government hosted their annual Spring Blood Drive last Tuesday, with over 100 students participating!

**ACADEMICS**

- Floral Design Student constructed floral arrangements in the spirit of Valentine’s Day!

**ARTS/CLUBS**

- This past weekend, NNHS Show Choir hosted their annual Clash of the Sequins featuring performances from the top Show Choir groups in Illinois!
- Huskie Robotics will be hosting a Showcase this coming Thursday to preview this season’s games and strategies along with demonstrating this year’s robot!
- Color Guard travelled to Indianapolis this past weekend for regionals!
- This past weekend, NNHS and NCHS Students apart of JSA traveled to Washington DC to compete in the Winter Congress!
- NNHS Chess Team qualified for state.
- Last Thursday, NNHS hosted their annual Multicultural Show, featuring performances from many diverse clubs at NNHS!
- On February 9, 2020, NNHS science bowl won first, second, and third place in the Regional competition, advancing them onto DVC for the fourth consecutive year!

**ATHLETICS**

- Boys and girls basketball continue to finish out their seasons strong!

Claire Yu, absent, report shared by Anna Snyder

- On February 11, 2020, 10th graders participated Signs of Suicide training, providing them with the skills needed to look out for their peers’ mental health.

- On February 13, 2020, potential LINK leaders were interviewed for next year. LINK leaders provide freshmen helpful information on topics anywhere from social emotional learning to studying advice.
- On February 14, 2020, Athletic Hall of Fame inductees were recognized.
- On February 18, 2020, there will be a college planning night for both students and parents in the auditorium.
- On February 21, 2020, senior parents will be arriving at the school to help prepare for Saturday's senior party.

### **Written Communications**

Freedom of Information Requests:

Dorr FOIA- Email Information

Dorr FOIA-Email Information

Borrego FOIA-ASL Salary Information

NBC FOIA-Software Contracts

Jipping FOIA-Health Policies

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

No report

### **President's Report**

IASB Legislation person, Deanna Sullivan, is working to have our abatement legislation reintroduced. We do not have a bill number or any final details. That information will be shared when it becomes available.

On Friday, February 21, 2020, Board Presidents will meet again with IASB to help them understand the needs of large districts.

President Fitzgerald will be reaching out to Board members to schedule the Board of Education Self evaluation

### **Board of Education Report**

No report

### **Discussion without Action**

Second Reading Policy 4:20 Fund Balances

Superintendent Bridges noted that at the February 3, 2020 Board of Education meeting, CFO Michael Frances presented to the Board a recommendation to update Policy 4:20. After input from our financial advisors and conversations with Board members, we will not be requesting action tonight but will have some additional dialogue regarding range.

CFO Frances feels that increasing the range to 20% is reasonable. Looked at unit districts and AAA rated districts. All had a range based on how they accounted for the early taxes. Only a few had language regarding if the fund goes above the range.

### **Board Comments/Questions:**

**Feedback from the financial advisors was favorable to taking the maximum to 20%. Would be interested in seeing it go to 25%.**

**The financial advisors were supportive of 5-15% but would be supportive of 20% Fund Balance as well.**

**In looking at the benchmark districts there seemed to be very few who specify to spend the excess fund balance. Could we include language that would allow us to spend over time, not just a one year spend? Would like to include lowering the tax burden on taxpayers. Would like to put as many guidelines as possible. Can we look at any policies that include that wording?**

Mr. Frances stated that we could take the high-end limit off. Most school districts did not have a specific action when they went over a specific percentage. I thought I had heard that we were looking to do something with the fund balance. This would put into the policy specific actions to take with the additional dollars.

**The board likes to have specific actions outlined. In looking at legislation, if there were a plan for the actual reserve level, it would be looked at favorably.**

Mr. Frances stated that we would have to have a plan.

Superintendent Bridges asked for focus on the third paragraph. Look at language that does not suggest there is a commitment to spending and is a trigger to have conversations about what to do with any overages. If Administration can get some guidance on the upper limit, we can work on some more favorable language.

**Board members are supportive of the way we do the accounting to move the taxes to the year that we actually use them as it makes total sense. In favor of having a range. Would prefer to 5-20%. Obstacle is when the fund balance exceeds the range. Do not want the policy to tie our hands to a specific plan for spending.**

Mr. Bridges stated that Administration could find language to show what we will do to mitigate the balance over time.

**What are the implications of raising the fund balance 5%?**

**The larger the number allows for money that does not require a plan.**

Mr. Frances stated that a higher percentage gives flexibility. Agree the range should be widened a bit.

**If we have a plan but not forced to spend the money in one year. The range of 5%-20% would be fine.**

**Was the concern of the financial advisors that the range was too high or too low?**

Mr. Bridges stated that they felt that the 15% too low.

**Is it that the 5% is too low and the real range is 15%-20%?**

Mr. Frances said that we want to be in the position where we are not using early tax dollars. Would prefer not to approach the low number.

**Board members are in support of the 20% could we look at 10-20%?** Appreciative of the flexibility that we are not tied to spending.

**Are there any parameters that the BOE would like to see written in the plan?**

**Board members support the flexible language. Would want to look at the range of options of large spending and spending over time.**

Administration will work on language for the March 2, 2020 meeting. We will not want to have too specific language to keep up from spending the overage on something that is needed.

**Board member is against language that is too specific. In regards to too low or too high. Let each board look at the situation as it is and make wise decisions.**

**Board agrees that the language include over time or with a plan.**

Mr. Frances reminded the Board that the language in 4:40 was specific which is why we are removing it and softening it.

**Board members preference would be a higher minimum and flexibility. Language that allows the policy to move with it.**

Superintendent Bridges noted that this would be brought back on March 2 for discussion.

Second Reading Policy 4:40-Incurring Debt

Superintendent Bridges noted that Mr. Frances stated that Policy 4:40 is being updated in concert with 4:20. This policy will be rewritten after we have 4:20.

**Board member noted that the original language had a floor of 10% so a higher amount would be better.**

The current language is the same as the 5%-15%.

**MOU/IGA with Naperville Police Department**

Superintendent Bridges noted that at the February 3, 2020 meeting, Administration presented a MOU/IGA for first reading. Tonight we are presenting a second draft with some updates. Mr. Bridges reminded the board that these are to be mutual with the city and NPD. Administration is also working with the Lisle PD and will have a similar document. There is a revised draft in BoardDocs.

**Board comments/questions:**

**Board members appreciate all the changes and the new draft. Addresses many concerns of the board and community.**

**The Board also expressed appreciation of having extra time to get the wording right for anyone who may find himself or herself in a situation that may need this document.**

**The Board thank you for the clarity.**

Will bring back on March 2, 2020.

## **Discussion with Action**

### **General and Optional Fees**

Superintendent Bridges noted that annually the board approves school fees. The listing of proposed general and participation fees is included in BoardDocs and well as some comparisons of unit districts.

**Board comments/questions:**

**Thank you for the benchmark comparisons.**

**Can you talk about the Driver's Ed fee? What is driving the wide range among districts?**

CFO Frances stated that about 15 years ago there was a move for a waiver as the fee across the state was \$50. The waiver is requested every five years. Our fee has been \$400 for the past three years.

Districts will continue to raise the fees for that.

**A Board member reminded the audience the rational was that we had new simulators.**

**Superintendent Bridges stated that it was that and realizing that not all the costs were being covered. The fee was increased at the direction of the Board of Education at that time.**

Donna Wandke made a motion to approve the General and Optional Fees as presented, seconded by Kristine Gericke. Those voting yes: Cush, Yang Rohr, Kozminski, Fitzgerald. Wandke and Gericke. No: Leong.

### **High School Course Fees**

Superintendent Bridges noted, annually the Board of Education approves high school course fees, which are presented for action this evening. The proposed changes are in bold on the attached documents. The changes are due to the publisher increases, material costs, and course or text changes.

**Board comments/questions:**

**None.**

Janet Yang Rohr made a motion to approve the General and Optional Fees as presented, seconded by Kristine Gericke. Those voting yes: Yang Rohr, Fitzgerald, Gericke, Wandke, Cush, and Kozminski. No: Leong.

### **Career 203 Update**

Superintendent Bridges remarked that annually the NUEA and Administration reviews Career 203's implementation. We recommend you approve the changes that were discussed at the February 2, 2020 Board meeting.

**Board comments/questions:**

**Thank you for getting feedback from all schools and addressing concerns that have been have been expressed for years.**

Kristine Gericke made a motion to approve the Career 203 update as presented, seconded by Joe Kozminski. Those voting yes: Cush, Leong, Yang Rohr, Fitzgerald, Wandke, Kozminski and Gericke. No: None.

### **NPD Reciprocal Agreement**

Superintendent Bridges asked for a delay in approval until all the documents have good synergy.

### **Second Reading Policy 7:150-Police Interviews**

Donna Wandke made a motion to table the NPD Reciprocal Agreement and Policy 7:150 until all related documents are ready for approval, seconded by Charles Cush. Those voting yes: Kozminski, Wandke, Cush, Gericke, Yang Rohr and Fitzgerald. No: Leong.

### **Consideration of Board of Education Expenses**

Superintendent Bridges reported that the National Association of School Boards conference would be held in Chicago in April. Several Board members and Mr. Bridges will attend.

President Fitzgerald expressed excitement that the conference will be here and the opportunity to interact with other boards will be time and money well spent.

Joe Kozminski made a motion to approve the Board of Education expenses as presented, Paul Leong seconded. Those voting yes: Leong, Fitzgerald, Wandke, Yang Rohr, Gericke, Cush and Kozminski. Those voting no: None. Motion carried.

### **Old Business**

None

### **New Business**

None

### **Upcoming Events**

Superintendent Bridges noted the following upcoming events:

- Board of Education meeting on March 2
- Board of Education meeting on March 16
- NEF Building a Passion breakfast on March 19

### **Adjournment**

Charles Cush moved seconded by Joe Kozminski to adjourn the meeting at 8:12p.m. A voice vote was taken and the motion carried unanimously.

Approved: March 16, 2020

---

Kristin Fitzgerald, President, Board of Education

---

Susan Patton, Secretary, Board of Education