
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, 201 North Washington Street, NAPERVILLE, IL 60540
April 4, 2022, 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 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Donna Wandke, Joe Kozminski, Tony Casey, Amanda McMillen, and Charles Cush (arrived at 5:08 pm)

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 Amanda McMillen to go into Closed Session at 5:00 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.

Meeting Opening

Charles Cush made a motion, seconded by Joe Kozminski to return to Open Session at 7:07pm. 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, Amanda McMillen, Tony Casey, Joe Kozminski, Charles Cush, and Donna Wandke.

Student Ambassadors present: None.

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

Pledge of Allegiance

Led by the Board of Education

Good News

Congratulations to Alex Mayster and family on the birth of their daughter on April 3.

The Naperville Education Foundation celebrated 30 years of support for Naperville 203 students and staff members at the Building a Passion Breakfast on March 23. Through the generosity of donors and sponsors, more than \$85,000 was raised through the breakfast, which will be used to stimulate student engagement and learning experiences across the district. Congratulations to Executive Director Wendy Goettsch and her team for pulling off another fantastic event.

The Naperville North High School Strength & Conditioning Program has earned the Program of Excellence distinction from the National High School Strength Coaches Association. To earn this honor, NNHS displayed excellence in safety, quality, efficacy and outreach; as well as excellence in continuing education and technology usage. Kevin Benages and Jason Majchrowski run the program. Congratulations.

Public Comment:

President Fitzgerald acknowledged the public comments that were submitted via email. On behalf of the whole board, she thanked the community for their advocacy. Your public comments have been reviewed and heard by the Board of Education. She thanked all who email their thoughts and concerns to the Board. We read and review each one and value them greatly. There are times of high volume where we cannot respond in a timely way. Thank you for taking the time to keep us informed as we consider this a vital part of the process of reflecting the views of the community. As a reminder, as the questions raised in public comment address district operational matters, the Board has designated the Superintendent as the spokesperson for the district.

Action by Consent:

1. Adoption of Personnel Report:

	Effective Date	Location	Position
RESIGNATION-ADMINISTRATION			
Catherine Cohoon	June 30. 2022	Ranch View	Assistant Principal
RESIGNATION-CERTIFIED			
Nolan Moss	8/11/2022	Naperville Central	Agriculture Science
Amy Cowan	8/11/2022	Naperville North	Certified Nurse
APPOINTMENT-CERTIFIED FULL-TIME			
Kate Rogers	8/12/2022	Naperville North	LC Director
RE-EMPLOYMENT-CERTIFIED FULL-TIME			
Sarah Valentine	8/12/2022	Highlands	1st Grade
LEAVE OF ABSENCE-CERTIFIED			
Marilyn Alvarez	SY 22/23	Beebe	1st Grade - Dual Language
RETIREMENT-NON-UNION CLASSIFIED			
Andrea Koek	7/8/2022	PSAC	Benefits Specialist
RETIREMENT-CLASSIFIED			
Mary N. Kaskie	7/31/2022	Meadow Glens	Instructional Assistant
RESIGNATION-CLASSIFIED			
Aaron V. Hernandez	4/1/2022	NCHS	Custodian
EMPLOYMENT-CLASSIFIED FULL-TIME			

Lisa M. Coronel	4/4/2022	Mill Street	Special Education Assistant
EXTEND LEAVE OF ABSENCE-CLASSIFIED			
Esteban Maldonado	04/01/22-06/01/22	NCHS	Custodian

Charles Cush 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. The motion carried.

Superintendent/Staff/School Report

Superintendent Bridges gave an update on the COVID Dashboard. He stated that it will be updated soon and that Naperville 203 Zip Codes and DuPage County remain in the low transmission category

Board Questions/Comments:

None.

President’s Report

President Fitzgerald reminded the Board and Community of the IASB Division dinner on Wednesday. We continue to be a part of the review committee for the resolution process. I am pleased with the review and the actions that will be taken. We and other large districts in our area continue to meet with Tom Bertrand to express our governance concerns with regard to representation. These are ongoing discussions that include both the work that IASB does and our role with a national organization.

Board of Education reports:

None

Discussion without Action

**Policy Review: First Reading Policy 7.180, Preventing Bullying, Intimidation, and Harassment
Policy Review: First Reading Policy 7.190, Student Discipline**

Superintendent Bridges stated that administration in concert with representatives from each high school and community members as well as students review these policies to provide input and to make recommendations to the Board of Education. Some questions have been raised regarding policies 7180-7190 so administration is going to respectfully request that we hold these conversations so we can work to get additional information to report to the Board. We will plan to come back with these policies at the first Meeting in May and look for action at the second May meeting.

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

Superintendent Bridges noted that the Co-Curricular Code is also annually reviewed. Recommendations for changes are placed in BoardDocs. Board members McMillan and Wandke participated in these as representatives of the Board. **We will seek action at the second meeting in April.**

Dr. Holland gave some changes requested by the committee that reviewed these. Suggestions that language is inclusive so there will be some changes in pronouns. There were some questions regarding some of the violence as well as questions around the implementation

Board Questions/Comments:

Thank you for running the meeting and for answering some of the questions that were brought up by the students on the committee. They were concerned that teen dating violence is included but wondered about violence if you are not dating.

Dr. Holland responded that many of their concerns were addressed in other bullet points, #13, #14 and also #5 and #6.

Students were asking to address sexual harassment being in the list with other offences that seemed not as serious.

Dr. Holland stated that #14 specifically addresses sexual harassment.

Thank you to my colleague Amanda McMillen for serving on this committee with me.

New Course Proposals

Superintendent Bridges noted that this year we have new curriculum recommendations.

Mrs. Willard stated that Administration is excited to announce the new K-5 Social Science curriculum that is aligned with the new standards.

The inquiry process is new to these teachers and students. Each unit is built around questions that will be answered through the inquiry process. This new curriculum represents many perspectives and is culturally responsive. On March 4 at the County Institute, there was Professional Learning on the new curriculum. The PL will be continuing throughout the summer.

At the high school level, we have no new courses to bring forth right now. We will be bringing some new courses in September. Did not want to take teachers out of the classroom.

Urban History will now be called Chicago History, which is more descriptive of what is being taught.

This is a one semester course that will allow a deeper look into Chicago History.

Board Questions/Comments

Did the name evolve over time as that is really, what is being taught?

Mrs. Willard responded exactly. With it being a one semester course, there was just not enough time to make this much broader.

Would like to show appreciation to all who worked on the new Social Studies curriculum.

Mrs. Willard stated this is long overdue so we are excited.

Instructional Resources

Mrs. Willard gave an overview as to how resources are identified.

Annually we look to make sure these resources are aligned to the curriculum. Sometimes the resources will move to be online. Based on data received we chose resources. TCI will be the resource used with the new Social Studies curriculum. TCI is very inclusive and culturally responsive. Teachers got a small preview. We will have reps coming at the first of the year to help teachers learn this resource.

Board Questions/Comments

Thank you for all this great work. It is very encouraging to hear about the new Social Studies curriculum. Is there a guided list that teachers can choose from depending on the students in their classroom?

Mrs. Willard responded yes, we give choice to our students of extended reading. We bring new extended texts depending on what is going on in the world, etc.

What are the resources that look like they are free?

Mrs. Willard noted those are resources that are embedded in other resources.

Thank you again for this report. If you have any additional questions, send them prior to the next meeting.

Establish Hourly Rates of Pay

Superintendent Bridges noted that annually the Administration reviews the positions that are hourly and makes recommendations for any potential adjustment.
Mr. Ross stated that most of the proposed rate increases are around \$1 per hour to keep us in line with the state minimum wage.

Board Questions/Comments

With exception of a couple of these positions, these are hourly compensations, correct?

Mr. Ross responded that is correct. The highlighted ones are the ones we are looking to increase.

Will you please bring information from our benchmark districts as to pay of Hearing Officers?

Mr. Ross stated that this is any area that we have information that we are quite low. It is quite common for school districts to use an attorney for that roll in which case you pay the attorneys hourly rate.

Will you also indicate which districts use an attorney?

Mr. Ross indicated yes.

If you have any additional, questions please send them. We will look for actions at our second meeting in April.

Policy Manual Update Sections 4 and 5

Superintendent Bridges noted that since the first of the school year, the District has collaborated with IASB and their policy council to work toward a comprehensive update of the District's policy manual. Board members Fitzgerald and Casey have participated in this process. Tonight is your first read of these sections, 4 and 5. We will address any initial questions. Looking for action at the next meeting in April.

These model policies are based on law, school code and precedent.

They have been vetted with legal counsel both from PRESS and our own legal counsel.

Board Questions/Comments

Thank you for the reminder of the process. There are many policies, as you go through them in the next two weeks, please send your questions in and we will go through the answers. If there are any particular policies that need additional time, we can pull that policy and review further.

Discussion with Action

Policy Manual Update Sections 1, 2, 3, and 8

Superintendent Bridges stated that we were going to ask for approval on all four of these sections but we noticed while going through questions that some of the recommended changes requested by the committee were not incorporated. Dr. Bruesch has already reached out to IASB to check the status of those changes. We are recommending this evening that the Board approve only Sections 1, 3, and 8.

We are going to ask for approval for only Sections 1, 3 and 8. In Policy 8.30, there was a question as to whether "vaping" could be added to the policy. This is a local decision so we would need some guidance from the Board if you would like us to use add "e-cigarettes" or "vaping." In Policy, 8.100 there was a question about adding the Park District as an entity. That is also a local decision.

Board Questions/Comments

I would like to see the policies amended as discussed.

I agree and would like to understand the best wording of vaping or e-cigarettes

Dr. Holland stated that sometimes with vaping, there could be other products in there like drugs. We are working on teasing apart vaping with the discipline committee. We can make sure that the conversations and language are aligned.

For clarity, should we wait on Section on 8 until all are ready to be approved?

Amanda McMillen made a motion to approve Policy Manual Updates to sections 1 and 3 as presented, seconded by Joe Kozminski. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, Casey and Wandke. No: None. The motion carried.

Old Business

None

New Business

None

Upcoming Events

Superintendent Bridges noted May 22 as High School graduation and the next Board of Education meeting April 18.

Adjournment

Charles Cush moved seconded by Joe Kozminski to adjourn the meeting at 7:44 p.m. A roll call vote was taken. Those voting yes: Cush, Casey, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. Those voting no: None. The motion carried.

Approved: April 18, 2022

Kristin Fitzgerald, President, Board of Education

Susan Patton, Secretary, Board of Education