
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD via Livestream
August 17, 2020 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, Donna Wandke, Janet Yang Rohr, Joe Kozminski, Paul Leong,(absent from 6:00 pm-6:09 pm and 6:16 pm-6:19 pm) and Charles Cush (Absent from 6:00 pm-6:07 pm.)

Administrators present were:

Dan Bridges, Superintendent

Bob Ross, Chief Human Resources Officer (exited at 6:42 pm)

Michael Frances, Chief Financial Officer/CSBO (exited at 6:42 pm)

Joe Perkoski, Counsel

Closed Session

Kristine Gericke moved, seconded by Donna Wandke to go into Closed Session at 6:00 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. 07/13/2020, 08/03/2020.
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.
4. Pursuant to 5 ILCS 120/2 (c)(11) Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal.

Meeting Opening

Janet Yang Rohr made a motion, seconded by Charles Cush to return to Open Session at 7:07pm. A roll call vote was taken. Those voting yes: Leong, Gericke, Fitzgerald, Wandke, Yang Rohr, 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, Donna Wandke, Charles Cush, Paul Leong, Joe Kozminski, Kristine Gericke and Janet Yang Rohr.

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, 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, Stephanie Posey, Assistant Superintendent for Secondary Education. Absent: Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

Pledge of Allegiance:

Led by Board of Education

Good News

Superintendent Bridges announced that Ann Reid has been awarded the Gold Circle of Quality Award. This award is awarded by the Illinois State Board of Education and is the highest award given to Early Childhood Centers.

Public Comment

All public comments have been added to Board Docs. Superintendent Bridges will respond to all. He summarized the Public Comments. Comments are posted as received.

On behalf of the whole board, President Fitzgerald thanked the community for being a part of the process. We understand and share your passion. Thank you for continuing to advocate for what you believe and are passionate about. Keep writing to share your frustrations and continue asking questions. You are making us better and together we will get through this. Your public comments have been reviewed and heard by the Board of Education.

Monthly Reports

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

Action by Consent:

1. **Bills and Claims** from Warrant #1027680 thru Warrant #1028238 totaling \$21,884,950.99 for the period of July 14, 2020 to August 17, 2020.
2. **Adoption of Personnel Report**

	Effective Date	Location	Position
RESIGNATION-ADMINISTRATION			
Megan Ptak	21-Aug-20	JJHS	Principal
REASSIGNMENT-ADMINISTRATION			
Jeffrey DiOrio	August 17,2020	NNHS	Interim Assistant Principal
Kimberly Fricke	17-Aug-20	JJHS	Interim Principal
RETIREMENT-CERTIFIED			
Mark Kowalkowski	24-Aug-20	KJHS	PLTW
RESIGNATION-CERTIFIED			
Stephen Matschullat	12-Aug-20	WJHS	5th Grade
Dawn Weathers	12-Aug-20	Beebe/Elmwood	Art
APPOINTMENT-CERTIFIED FULL-TIME			
Jennifer O'Donnell	26-Aug-20	KJHS	Reading Specialist
Araceli Canty	26-Aug-20	JJHS	Lang Arts & Soc Sci-Dual Lang
Grace Cusick	26-Aug-20	NNHS	Mathematics

Tara Der	26-Aug-20	Steeple Run	3rd Grade
Christine Filer	26-Aug-20	NCHS	Learning Behavior Specialist
Justin McIntosh	26-Aug-20	Steeple Run	3rd Grade
Laura Nebor	26-Aug-20	Prairie	Kindergarten
Catherine Nudera	26-Aug-20	Ranch View	Kindergarten
Erin Schwartz	26-Aug-20	Prairie	1st Grade
APPOINTMENT-CERTIFIED PART-TIME			
Eric Krzak	26-Aug-20	WJHS	Project Lead the Way (52.8%)
REVISED CONTRACT-CERTIFIED PART-TIME			
Rodney Ross	14-Aug-20	NCHS	Social Science (80%)
RE-EMPLOYMENT-CERTIFIED FULL-TIME			
LEAVE OF ABSENCE-CERTIFIED			
Nicole Stevens	11/18/20 - 6/10/21	Meadow Glens	4th Grade
Michele Delgado	2020-21 School Year	Steeple Run	3rd Grade
Kate Weinstein	2020-21 School Year	Mill Street	4th Grade
RETIREMENT-CLASSIFIED			
Jennifer Selk	14-Aug-20	Ann Reid	Special Education Assistant
Beth Garhan	26-May-20	Highlands	Instructional Assistant
RESIGNATION-CLASSIFIED			
Kathleen Ruiz	13-Aug-20	Steeple Run	Instructional Assistant
Luz Sanchez	10-Aug-20	Jefferson	Senior Secretary
Diego Reeb	11-Aug-20	Ann Reid	Special Education Assistant
Marta Elizabeth Popelka	10-Aug-20	Scott	Special Education Assistant
Kelissa Ponce	15-Aug-20	Madison	Special Education Assistant
REASSIGNMENT-CLASSIFIED			
Denise Lewis	18-Aug-20	PSAC	HR Assistant
EMPLOYMENT-NON-UNION CLASSIFIED			
Amy Miller	31-Aug-20	PSAC	State and Federal Reporting Specialist
EMPLOYMENT-CLASSIFIED FULL-TIME			
Heather Schmidt	31-Aug-20	Beebe	Special Education Assistant
Kathleen Eschbach	31-Aug-20	Ellsworth	Special Education Assistant

Bryan Kaczowski	31-Jul-20	Kingsley	Custodian
William Spatz	24-Aug-20	NNHS	Custodian
Jazmine Brown	31-Aug-20	Scott	Special Education Assistant
Alina Kloss	31-Aug-20	Scott	Special Education Assistant
LEAVE OF ABSENCE- CLASSIFIED			
SuAnn Forthaus	9/1/20 - 6/10/21	Scott	Instructional Assistant

3. Minutes 07/13/2020, 08/03/2020

4. Health Benefits Recommendation

Janet Yang Rohr made a motion to approve Warrant #1027680 thru Warrant #1028238 totaling \$21,884,950.99 for the period of July 14, 2020 to August 17, 2020 and the remaining items on the Consent Agenda as presented, seconded by Kristine Gericke. Those voting yes: Kozminski, Leong, Wandke, Gericke, Yang Rohr, Fitzgerald and Cush. No: None.

Superintendent Bridges offered congratulations to Kim Fricke who has been named Interim Principal of Jefferson Junior High School and Jeff DiOrio who has been named Interim Assistant Principal of Operations at Naperville North High School.

Student Ambassador Reports

None

Written Communications

Freedom of Information Requests:

- Local Labs-Reopening of School Communications
- Naughton-Student Data Information
- Leavy-Attendance Information
- Teachers' Pension Planning-Retirement Information
- Campos-Bilingual and Dual Language Information
- McBroom-Survey Information
- Clausen-Buildings and Grounds Information

Superintendent/Staff/School Report

Return to Learn Update

Superintendent Bridges updated the Board and Community on our Return to Learn plan. Our return to learn goals remain consistent. Our focus is on returning all students back to in person learning. We have two goals for our work. First is to develop a plan that can be responsive to changes to the health and safety needs created by the pandemic that will get students back to in person learning. The second is to create academic and social emotional environments so that our students can effectively continue their education.

D203 team has been planning for months. We have had to rely on guidance from state and local sources that change often causing us to rethink and modify our plans.

We continue to receive conflicting guidance from state and federal sources that can sometimes be conflicting. We continue to believe that with the latest guidelines the safest and best way is to begin with the eLearning model and slowly move to a hybrid model.

This eLearning model allows us to have a cohesive start to the school year with all students beginning the school year remotely as a whole class. It also provides the most consistency for our students and families and allows buildings to continue to prepare for students to return to the buildings.

Students will also have a set schedule, Allows students and teachers to create structures and routines.

Students will feel safe and connected.

This plan will provide opportunities for staff and teachers to slowly return to the buildings.

Students in small groups to come in to learn.

Will review our expectations for bringing in staff to allow for cohorts of staff to be together.

Last Wednesday new IDPH FAQs were released. We are still reviewing that guidance in relationship to our return to learn plan. Today, August 17, ISBE updated Part 3 of its guidance. Local officials have also shared that IDPH will issue additional updated or new guidance this week.

District administration receives these updates at the same time that the public sees them.

Here are a few of the updated guidelines:

- Mask guidance-last week that anyone in a school must wear a mask at all times, today ISBE posted updated guidance allowing teachers and staff can remove mask if in an office or classroom with door closed.
- Close proximity-within 6 feet whether or not a face covering is being worn, for 15 minutes throughout the day
- COVID like systems-have to stay home until COVID is ruled out. Only have to exhibit one symptom.
- Must stay out 10 days isolation unless there is a doctor's note saying there is a different illness.
- Regular ongoing symptoms have to have a negative test weekly.
- Challenge for substitute coverage as well as more students absent.
- Updated cleaning guidelines.

Primary goal is to implement a plan that allows us to return to school in person as quickly as possible.

Confident that we will continue to provide the education that our community demands.

Chuck Freundt, Assistant Superintendent for Elementary Education gave an update on Childcare Assistance- We have been working throughout the summer with the YMCA and Champions who have provided before school and after school care for the last several years. They have modified as the plans have changed.

Childcare will be available at elementary sites from 7:00am-2:30pm with an option to extend to 6:00pm. All of this information is available on the district website in the Return to Learn section.

We have realized that many families would need some financial assistance. There is information about the financial assistance available.

Families need to enroll their child with either YMCA or Champions. They are aware of the financial assistance process. For families who do not qualify under the state level, there will be scholarships available. The YMCA and Champions provided about \$100k in scholarships to our D203 families last school year thru February 2020. Naperville Education Foundation is also going to partner to extend the funds beyond what has been offered before.

Enrollment began on August 10 and we have had about 200 students enroll, averages about 14 students per building. Some schools have a handful of students and a couple have 30. We are watching those numbers to be sure they do not go too high.

We are also excited about a couple of additional partnerships. We have been working with the Naperville Park District throughout the summer and they will be offering a day camp option for elementary.

ALIVE center- we are in talks for an option for middle school students. Structured setting with supervision.

Thank you to all these partners.

Superintendent Bridges remarked that we know the frustration with school starting and staff with in-services beginning. We are doing this in real time as soon as we get guidance. This is unprecedented. We are working tirelessly for the start of the school year. We are getting the information to you thoughtfully and deliberately.

Board questions/comments:

Thank you for the work for the return to learn plan. In looking at the new guidance, we are glad the Superintendent Bridges and team made the hard decision to begin with the eLearning model. We are all dedicated to ensuring that all needs of students are met.

What is the deadline for families to sign up for childcare?

Mr. Freundt noted that there is no deadline and as long as we have space. We will pause enrollment on August 26 to be sure that there is enough staffing. Enrollment will begin again once school starts.

If financial assistance is needed, is there a document that families can follow or do they need to speak with someone at YMCA or Champions.

Mr. Freundt stated that families will need to reach out to contacts on website and they will walk them through the process.

Do we have plenty of space, what percentage of capacity are we?

Mr. Freundt remarked that the space consideration has to do with space available at school, which differs by site. Also a staffing question, they need to be sure they have a 12:1 or 15: 1 ratio. The YMCA and Champions usually go above and beyond that to be sure that everyone is safe.

Is it the intention that anyone who applies, their student will go to home school? If that school is full, can they go to an alternative site?

Mr. Freundt stated yes but we have to look at that on both a staffing and student level.

Will there be any assessment that might tell us how well the different cohorts are working?

Mr. Freundt noted that we have not looked at assessment. Children are getting supervision and not additional instruction.

May not get the same level of stay on task that they might get from a parent.

Superintendent Bridges stated that the students have to attend school and be present so we will be paying attention to the environment.

Do you know the percentage of elementary students who have signed up?

Mr. Freundt noted that we have 200 students out of 6000 enrolled.

It is lower than what was indicated by a survey of parents in June.

Mr. Freundt stated that it may be lower than anticipated.

What are our food services plans for free and reduced lunch and breakfast?

Christine Igoe, Assistant Superintendent for Student Services stated we are still waiting to hear what USDA is going to approve for us.

The FAQ's are very detailed as to when a student may or may not come back. How do we communicate that to parents and families?

Dr. Igoe noted that we have created a chart that will describe the exclusion data and what they need to look for in order to be able to return.

The opening plan calls for certain groups of students to come into the bldgs. In phase 1. When do you anticipate that happening and what will be the process to determine which students will come in?

Dr. Igoe responded that those decisions would be IEP team decisions. If parents have questions, the best person for them to reach out to will be their child's case manager. Teams will be evaluating students in the first six weeks and will determine who and when they will come into the buildings. We have a list of guiding questions for staff to use when evaluating who needs to come into the building for support.

Will food be dropped off at each of the childcare sites for those who receive Free and Reduced lunch?

Mr. Freundt noted that Aramark would still deliver to the schools as they would if the buildings were open for pick up and or purchase.

What is the process for cleaning and sanitizing those areas used by the childcare services?

Mr. Freundt stated that District 203 custodians would be cleaning and sanitizing throughout the day and a full disinfection each night.

Thank you to the Superintendent and the Administrative team as it is their job to create the plans and keep up with all the changes.

Most questions were for stages 3 and 4 but realize that there will be changes between now and then so I will waive those questions.

What are some Professional Development opportunities for staff in online and blended teaching?

Superintendent Bridges noted that Assistant Superintendent for Curriculum and Instruction, Mrs. Jayne Willard is not available this evening.

Dr. Igoe reported that we have had two Institute days and a remote learning day where we will had some strategic plans in place to hit with online learning. We will continue that in PLC process as well as additional remote learning days. Working to make sure that the learning is relevant for right now.

Are there resources available before they come back?

Dr. Igoe noted that we have a number of teachers who have used the Career 203 learning and they have been doing a lot of their own learning over the summer.

It is thrilling to hear of all the financial support in regards to childcare. Thank you to NEF for continuing to address the needs of our students and families. Some families may have arranged some

homebased childcare. Can we direct them to our social workers in the event they could qualify for assistance as well?

Mr. Freundt noted that we have not planned for that. NEF is also looking to see what they can do to continue to provide support. The process really starts with enrolling in our onsite childcare and using the available calculators to keep it objective.

Superintendent Bridges stated that families should contact their Social Workers or their principals to go thru the process to see if you are eligible for funds from NEF or other resources.

Can you address how we might be able to address fees and have fees be credited back if we are not able to utilize all the resources these fees are covering?

The Business Office is in the process of working with Assistant Superintendent for Secondary Education Stephanie Posey and Mr. Freundt to see if there are some fees that need to be returned or credited. Chief Finance Officer Michael Frances and team are also looking at additional items that will be shared at a future meeting.

Anything that we can offer our families in this area will be much appreciated.

We are grateful for how you have outlined how some of our students can have special needs met. Are you concerned that new guidance will affect that?

Dr., Igoe responded that the new guidance does give us some things to think about but we are only working 1:1 or 2:1 so we should be able to still support those students.

It seems ISBE is open to listening to what the district has to say in regard to guidance and meeting the needs of all students.

As we can see in public comments, we can see there are a number of Staff members who have concerns about returning to building. We will direct them to Chief Human Resources Officer Bob Ross. Will they be handled individually?

Superintendent Bridges noted that they should direct their individual concerns to Mr. Ross. We take their health and safety as seriously as we do students. We need them. We are looking at staff requirements and expectations with the new guidance. We are making sure they are returning to a safe environment.

We want to reiterate how important staff is to you as is their safety and wellbeing.

According to some parents, Kindergartners can be described as “wiggly worms,” how will they make this adjustment to school? Parents are concerned as to how these young students will be supported in the very different ways they learn.

Is there any sense of the techniques to help those students with that?

Mr. Freundt noted that there are no specific techniques but is on the minds of the Principals and Learning Support coaches. The Kindergarten teachers are great with this age group and know that even in person their attention span is different as well.

Superintendent Bridges added that the rigor would look different for a Kindergartner and an AP student. The rigor will be age appropriate.

Dr. Igoe added that teachers would use lots of social stories. They are looking at how to video model behaviors for students. We will see the great creativity of our staff.

We typically have transition activates for 6th and 9th grade students, how will we support those students and parents who will be transitioning to new levels and buildings?

Mrs. Posey stated that the middle school and high school buildings are having virtual curriculum nights. Each High School will be hosting incoming 9th graders to participate outside in small groups with Link leaders. They will get a connection to the high schools.

The Junior Highs are working to reach out to new 6th graders.

SFPC is looking to do a virtual question and answer sessions for parents.

Middle Schools can do the same for incoming 6th grade parents.

What do we have planned to reach out to the parents and seniors to help them navigate the college process?

Counselors will be having activities virtually to guide seniors on the college application process. All students will be getting training on School Links and assistance to parents as well.

Any further update on the 1:1 for EC students?

Chief Information Officer Roger Brunelle noted that we have devices that will be rolled out soon.

What are the devices that each level will receive?

EC-1:1 iPads and K-1 will be going 1:1 with iPads.

Can we consult with other districts as to how they may have condensed their calendars?

We will be having Parent Teacher conferences, correct?

Mrs. Posey remarked, yes we are working on PT conferences.

What will the first day look like?

Superintendent Bridges noted that we would work with Social media to create excitement.

Each school will work with their students to create excitement for the first day.

President's Report

As part of our engagement with LEND-Mrs. Fitzgerald is helping to chair the Social justice and equity and diversity committee—working to develop a mission. Looking at legislation to insure equity.

Board of Education Report

Board member Kozminski reported that on Friday August 7, he gave testimony to ISBE on the resolution to use an eLearning Day for election days or declared health emergency days. The resolution was adopted will go to the virtual delegate meeting for adoption by the delegates.

Board member Wandke reposted the Board Assignments. In order to communicate with your adopted schools, reach out in a virtual way so that there are not people coming in and out of buildings. Those who have three schools will be attending additional committees to have more opportunities to meet with the community.

Superintendent Bridges noted that there would be no visits to schools on the first day.

Board member Cush reported that he recently attended a NEF Board meeting. Team NEF has reopened the registration. It will be virtual this year. An important fundraiser for NEF. We need to do all we can to support so they can continue to support the families of D203.

Not sure what the actual event will be like.

Discussion without Action

None

Discussion with Action

Board of Education Resolution

Superintendent Bridges noted that we have discussed tonight and multiple times during the summer about the changing guidance and the sometimes quick changes to our plan that the Superintendent and the Administrative team have had to make. This is an opportunity for the Board and Administration have an accountability check to insure the Administrative team has the authority to develop and implement our plans. This does not in any way supersede the guidance of the Board of Education over the District.

President Fitzgerald remarked that there we had a number of questions regarding voting on a return to learn plan. Districts have handled the return to plans differently. Our resolution is entitled "Resolution Affirming the Authority of the Superintendent to Implement Return to Learn Plan for the 2020-2021 School Year." Boards are the corporate entity charged by law to govern school districts.

The Board works with the Superintendent to set rigorous goals. Some of those goals/needs come from the community. We hire the Superintendent to be sure all these are completed. Delegate authority to Superintendent with accountability. With the Board's work with the Superintendent, we are seeing growth. This resolution is a Restatement of the Superintendent's goal to meet the needs of our students. He and his team have determined how we can meet students' needs and keep everyone safe in accordance with state guidance.

We pledge as a board to hold everyone accountability for the progress of our students this year and every year. We trust our Superintendent and team to continue to lead this district in an exemplary way.

Board questions/comments:

This resolution is a more formal vote over a motion. If we voted for a plan, we would have to vote on all revisions. That would take two meetings each time there was a change. We all would express any concerns with any R2L plan. We continue to revise and listen to the community.

Offered her full support to Superintendent Bridges and his Cabinet for all the work and thought that has gone into this plan.

Thanks for putting the resolution together. This is a good way to support the plan without having to vote on it each time.

Resolution #3-ties into the equity resolution, would like to expand that to include other gaps we are working on. Can it be amended to include all the groups we are working with? Can it be amended to read: "The transition plan will be equity based, addressing the needs of all students and providing appropriate support for those students who have special learning needs or are disadvantaged by economic or social conditions?"

The board indicated that these are good additions.

Had thoughts as to if it is yielding too much to the Superintendent and team. What became clear is that this situation is not clear. The team has continued to stay on top of the all the changes to ensure that we are following all the guidance and continue to stay current.

Situation being unclear, we need to stay in our lane and not get into something that is not our job. We have a superintendent to create plans for the education of our students. As a Board member, I have always felt that I can ask questions. We are listening to the community's questions and they inform our own thoughts and questions. We are kept up on all changes. This reaffirms my faith in Superintendent and his team to do all they can to provide for our students. We have the right people in the right places to get us through this.

Agree with all that the board members have stated. What happens in phase 1 with this plan?

Can reword to include all the phases of the restore IL plan?

Superintendent Bridges noted that we could change the words to say, "The Transition Plan will provide for measures to be undertaken in the even Illinois moves back into any of the previous phases of the Restore Illinois Plan."

The Board is in agreement with this change.

Thank you for putting together the resolution I am not as much in agreement with this resolution but I do know that people have been working hard. The public outcry has been unprecedented, that is what I would like to acknowledge. The Board of Education's responsibility is to support parents, students, and the community. This puts too much trust in the Superintendent and his team. I will support the resolution once passed.

President Fitzgerald remarked that we have worked in consultation with our Superintendent to set the rigorous goals for our students. Because of those goals, we have the highest number of exemplary schools in Illinois. We have put resources into making growth. Community and staff have addressed concerns, we work to make sure those concerns are met. We have revised plans over time. Consultation with the board has led to changes and we are all going to ensure that all students' needs are met.

Superintendent Bridges noted that this resolution has been reviewed by legal counsel to make sure it meets the guidelines from ISBE.

Thank you, Paul, for making the statement. We can disagree but we will all speak with one voice and that is how good governance works.

Can express our views that may be different but we will move forward with one voice. This is how Boards hold themselves accountable.

Donna Wandke made a motion to approve Naperville 203 Resolution as updated, Charles Cush seconded. Those voting yes: Kozminski, Fitzgerald, Cush, Gericke, Yang Rohr and Wandke. Those voting no: Leong. Motion carried.

Old Business:

None

New Business

None

Upcoming Events

Superintendent Bridges noted the start of school as being September 1 and the next Board of Education meeting is September 8 and is tentatively set to be live unless there are directives from the Governor to meet otherwise.

Adjournment

Charles Cush moved seconded by Donna Wandke to adjourn the meeting at 8:44 p.m. A roll call vote was taken. Those voting yes: Yang Rohr, Cush, Fitzgerald, Wandke, Kozminski, Leong and Gericke.

Approved: September 21, 2020

Kristin Fitzgerald, President, Board of Education

Susan Patton, Secretary, Board of Education