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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  
December 6, 2021, AT 7:00 P.M., CLOSED SESSION 6:30 p.m.

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### **Call to order**

President Kristin Fitzgerald called the meeting to order at 6:30 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Donna Wandke, Joe Kozminski, Tony Casey, Amanda McMillen, and Charles Cush (via phone at 6:33pm)

Administrators present were:

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

### **Closed Session**

Amanda McMillen moved, seconded by Kristine Gericke to go into Closed Session at 6:30 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**

Joe Kozminski made a motion, seconded by Donna Wandke to return to Open Session at 7:04 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, Casey, Wandke, and Kozminski. No: None. Absent: Cush. 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, Amanda McMillen, Tony Casey, and Joe Kozminski. Absent: 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, 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, Stephanie Posey, Assistant Superintendent for Secondary Education, 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

- Laura Warren, a physical education teacher at Beebe Elementary School, received an award of recognition from the Illinois Association for Health, PE, Recreation & Dance during the association's annual convention. Congratulations to Ms. Warren.
- Student-athletes from Naperville Central and North took part in signing day ceremonies in the month of November. We are so proud to share that these students will be continuing their academic and athletic career at some of the nation's most prestigious universities. This fall's group of student-athletes have committed to playing volleyball, soccer, football, basketball, cross-country and track & field. Additional signing day celebrations will be held later in the year. Congratulations to our student-athletes!

## 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.

**John Blakey**-Representing Awake Illinois. There has been a focus on divisive curriculum, mask mandates, inappropriate sexual education. These and other issues have shown the power that parents have to create change. Hoping that men will get more involved in making sure that students are being taught, this will be critical. Need to reject the obsession of race and get back to academics. Hoping for more pushback from the district regarding state mandates. Ready to get back to parent choice for masks. BOE to become brave and make their own decisions.

**Rachel Simner**- thank you for your support for supporting the resolution on child safe gun storage. District can pass our own safe arm storage. We must focus on prevention. Other districts are passing their own resolutions on safe gun storage. I am not advocating for taking away guns, just for safe storage.

**Ava Lucibello**- Senior at NCHS. Nothing has been normal for students this year. We would like to have seniors have some privileges that have been removed Homeroom should be an option for students. Change.org petition started on Dec 1. Let us prove to you that we can fulfill the mission statement.

**Nicole Jurkovic**- Thank BOE for the hard decisions made. Time to revisit the mask mandate. Now that vaccines are available for all students. We need to demand local control and remove the mask mandates. Families are moving to states where there are more normal lifestyles. Let parents decide.

**Eric Sutton**-entering uncharted territories. We are headed toward rates where schools were closed. We would all like to stay in school. We are not doing everything we can do as a district to keep kids in school. We need to be collecting all vaccine data from students. Would like the district to tell us how many at each school are vaccinated. The district could set goals for schools to have a certain percentage. As a parent, I would like to have this information.

**Sara Forster**- want to address the rate of vaccination. WBEZ has vaccination rates by zip code. We likely have about 70% K-12 vaccinated. There is no evidence that masks will have an impact on spread. Learning has been impacted because of masks. Teachers cannot assess whether or not students are getting concepts because they cannot see their faces.

President Fitzgerald noted that the Board of Education appreciates your advocacy. Acknowledge all who spoke and who have emailed public comments. Cannot respond to each email due to volume. As a reminder, the BOE has designate the Superintendent to respond to public comments.

**Action by Consent:**

## 1. Adoption of Personnel Report

	<b>Effective Date</b>	<b>Location</b>	<b>Position</b>
<b>RESIGNATION-CERTIFIED</b>			
Clarisa Leung	12/16/2021	River Woods/Mill	Speech Pathologist
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Mishal Bahadory	1/5/2022	River Woods	EL Teacher
Meredith C Siambekos	1/5/2022	Connections	LBS Teacher
<b>RETIREMENT-CLASSIFIED</b>			
Martha W. Johnston	12/31/2021	Ellsworth	LRC Library Assistant
Thoma Chino	1/4/2022	LJHS	Custodian
<b>RESIGNATION-CLASSIFIED</b>			
Chyna C. Wells	11/23/2021	Prairie	Special Education Assistant
Jill K. Caprio	12/10/2021	Elmwood	LRC Library Assistant
Leeann M. Surin	12/7/2021	PSAC	Senior Administrative Secretary
Maria D. Aima	10/26/2021	River Woods	Dual Language Assistant
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Alban Rama	12/1/2021	Jefferson	Custodian
Ashley D. Baldyga	11/19/2021	Steeple Run	Special Education Assistant
Denise A. Marsala	12/6/2021	NCHS	Department Secretary
Jane P. Collins	12/6/2021	PSAC	Senior Administrative Secretary
Julie A. Schulz	12/6/2021	PSAC	Senior Administrative Secretary
Peter W. Norris	1/5/2022	Kennedy	Special Education Assistant
<b>EXTEND LEAVE OF ABSENCE-CLASSIFIED</b>			
Stephanie L. Cowan	12/17/21 - 1/6/22	Elmwood	Special Education Assistant

Donna Wandke made a motion to approve the Consent Agenda, seconded by Tony Casey. Those voting yes: Kozminski, Casey, McMillen, Wandke, Gericke and Fitzgerald. No: None. The motion carried.

**Superintendent/Staff/School Report**

Dr. Nolten gave an update on Test to stay and Shield testing and the recent vaccine clinic. He noted that on Saturday a second vaccine clinic for students was held at KJHS.

Superintendent Bridges gave a brief update on the mask mandate. It is currently still a mandate and we will be abiding by all mandates, as we are required to do so.

**Board Questions/Comments:****Test to stay is for what grades?**

Superintendent Bridges remarked that it is available for all students.

**What is the percentage of students who are quarantined and who are eligible for Test to Stay?**

Dr. Nolten remarked about 75%-80%.

**President's Report**

**Talked about advocacy with ISBE, IDPH, and IASB talking about health metrics and mitigations.**

**We do continue to have conversations with state leaders.**

**Board of Education reports:**

Ms. McMillen gave a report on delegate assembly on the 22 resolutions that were presented. There were five resolutions that our district opposed. For resolution 2, we were able to give a statement and this was defeated.

Resolution four Board member childcare expense reimbursements-we were in favor of this resolution as it would allow more people to seek these positions but it did not pass. Resolution 9 regarding sex, health education was not supported by our Board as there is already a law that has already passed to allow districts to choose their own curriculum and allows parents to opt out. The resolutions regarding clean energy were not put up for a vote as the submitting districts did not put in an appeal in time. Resolution 15 was not brought to a vote.

Ms. Gericke stated that she enjoys this conference. All choices of workshops were relevant. This is a big opportunity for the Board to get Professional Learning. Nice to recap with colleagues and get new ideas.

Mr. Kozminski noted that he appreciates the opportunity to attend and receive the professional development. Appreciated topics like sustainability.

President Fitzgerald thanked the Board members for attending. I appreciate learning about best practices. Thank administrators who were able to attend.

**Discussion without Action****2021 Tax Levy Workshop and Discussion**

Superintendent Bridges reported that the tentative tax levy was presented at the November 15, 2021 Board of Education meeting. There was a meeting on November 30, 2021 with the Citizens' Finance Advisory Committee where they were presented both the Five Year Forecast and the recommendation for the Tax Levy Extension information. Overall, the committee was supportive. Recommendation is to file the levy at the full amount allowed and recommending an abatement of the debt service levy in March 2022. The Board can consider any additional abatements between now and March 2022.

Administration will be asking for approval at the December 20, 2021 Board of Education meeting.

**Mr. Frances noted there is a new law signed by Gov. Pritzker. There is a recapture Tax refunds specifically regarding Property Tax refunds. These refunds will now be added automatically to our tax levy. This is the first year that this will be in place so there are still questions about implementation. Have received the amount from Will County-about \$10, 000. Have not heard from DuPage County. The Board will need to discuss further, when we discuss the debt service abatement.**

**Board comments/questions:**

**There was robust conversation with the CFA. Advisory Committee was supportive.**

**We will have action at next BOE meeting.**

## **School Improvement Plans**

Superintendent Bridges noted that approving School Improvement Plans is the work of the Board of Education. He is proud of the work done at schools specifically around the Academic and Social Emotional needs of our students. At this time, we are unable to compare to the state levels of IAR and SAT as those will not be released until April.

Dr. Nolten reviewed the outcomes of the SIP plans.

Showed benchmark data from surrounding districts for both IAR and SAT.

We are nowhere close to the number of students who usually take these tests. He reviewed the process.

There is no 2020-2021 data as there is no reliable data.

Wanting to look at growth over time as opposed to year over year growth.

The action plans/steps are the real meat of the plans.

Hoping for a more normal spring of assessments. Many of these are mandated.

Recommendation for approval.

## **Board Questions/Comments:**

**Were other districts participation rates the same as ours?**

Dr. Nolten noted that our rates were higher but it is a question of who was tested.

**Appreciate the structure of these plans. Is there any way to focus on the gaps between student groups?**

Dr. Nolten stated that we would use MAP growth data that we began collecting in the Fall. We need more data to be able to really understand where we are with specific student groups.

Superintendent Bridges added that some of the work is around discipline, sense of belonging can be found in some of the action steps. The timeline is a bit different this year. We are anticipating a comprehensive report to the BOE in early February.

**Are there plans for departments like there are plans for schools?**

Superintendent Bridges responded that department goals are structured to support the SIP goals.

**Love this day. This is one of the BOE's biggest jobs. Excited to see the goals that are being set for all students. These really show how important each staff member is to the success of students. Can you talk more about the rebounding of scores that you are seeing?**

Dr. Nolten remarked that we are seeing typical level of growth as in years past after looking at the NWEA Map. We are seeing some shifts in the fall data.

**How confident are you with SAT data?**

Dr. Nolten remarked that we are taking a step in the right direction. We have to be careful to look at the percentage of students. We are stable related to the state level. We had been seeing a gradual slide down before the pandemic.

## **Action at next meeting.**

## **Discussion with Action**

### **2022-2023 and 2023-2024 Calendars**

Superintendent Bridges noted that these are draft calendars. We have previously reviewed the criteria. We are continuing to sort thru the information of the use of eLearning Days on election days. Received clarification of the use of elearning days, it will count as an emergency day if all schools are using the elearning day.

Approve the calendars as presented but allow the decision to use elearning days on election days as we get nearer to those days.

## **Board Questions/Comments:**

**Can you share the criteria that was discussed with the General Home and School leaders that goes into deciding how early we can begin school and exams before or after winter break?**

Superintendent Bridges noted that there are criteria, like finals before winter break that are made with the students' social emotional health in mind. It is important that they have a break.

Kristine Gericke made a motion to approve the 2022-2023 and 2023-2024 Calendars as presented, seconded by Amanda McMillen. Those voting yes: McMillen, Kozminski, Fitzgerald, Gericke, Casey, and Wandke. No: None. The motion carried.

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

**Superintendent Bridges noted that according to Board Policy, Board member expenses are to be approved by a roll call vote at an Open meeting of the Board. Recommend they be approved.**

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

**This is for preconference workshops and other expenses. We will approve the cost of the conference later.**

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

### **Collective Bargaining Agreement between Naperville203 and NESPA**

**Superintendent Bridges stated he was pleased to share that a tentative contract has been met and ratified by NESPA. It is recommendation that the contract be approved as presented. He shared appreciation for all the work that has been done by our educators especially over the course of last year and this year.**

**President Fitzgerald gave comments regarding some of the specifics of the contracts. She expressed on behalf of the Board appreciation of all those who have worked on this contract and for the work of coming together on this contract.**

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

**None.**

Amanda McMillen made a motion to approve the NESPA Collective Bargaining Agreement as presented, seconded by Donna Wandke. Those voting yes: Gericke, Fitzgerald, Kozminski, Wandke, McMillen and Casey. No: None. The motion carried.

### **Old Business**

None

### **New Business**

None

### **Upcoming Events**

**Superintendent Bridges noted next BOE meeting on December 20. Gave the dates of Winter Break. Recommended that the Board cancel January 4 Board meeting.**

### **Adjournment**

Amanda McMillen moved to adjourn the meeting at 8:16 pm, seconded by Joe Kozminski. A roll call vote was taken. Those voting yes: McMillen, Kozminski, Casey, Fitzgerald, Wandke and Gericke. Those voting no: None. The motion carried.

Approved: December 20, 2021

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Kristin Fitzgerald, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education