
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, NAPERVILLE, IL.
March 21, 2022 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 5:30 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Donna Wandke, Charles Cush, Amanda McMillen, Tony Casey, Joe Kozminski (arrived at 5:35pm).

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 5:30 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. 02/22/2022, 03/07/2022
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

Charles Cush made a motion, seconded by Joe Kozminski to return to Open Session at 7:12 pm. A roll call vote was taken. Those voting yes: Cush, McMillen, Casey, Fitzgerald, Kozminski, Gericke, and Wandke. Those voting 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, Charles Cush, Amanda McMillen, Joe Kozminski, Donna Wandke, and Tony Casey.

Student Ambassadors present: Joanna Cho and Uju Kim

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 Board of Education

Good News

Naperville North automotive students won multiple awards in a recent World of Wheels Showcase at the Rosemont Convention Center. The Girls' Auto sports Club's 1997 Chevy S-10 won First Place in the Domestic Bracket Racer category, senior Autos III student Will Fiedler won second place for his 1974 Jeep CJ5, and the school's 1995 Mustang GT received a fourth-place award in the Custom Convertible category. Congratulations to all of the students involved, as well as advisor Greg Ditch, on these accomplishments.

American Legion Naperville Post 43 recently recognized fourteen Naperville 203 teachers for their hard work and dedication throughout the year. The staff members recognized were invited to a dinner over the weekend at the Naperville VFW. Congratulations to these teachers, nominated by students and community members.

Naperville Central junior Addison George had the opportunity to travel to Washington D.C. to speak to members of Congress about the impact of Covid-19 prior to the State address. Congratulations to Addison on this accomplishment.

Student Recognition

State Champions in a variety of competitions were honored this evening from both NCHS and NNHS.

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 2.230, 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.

A parent voiced concerns regarding school placement for her children. She indicated she was told one placement when she enrolled her children for ARECC then another when she registered them for Kindergarten.

Superintendent Bridges stated that someone from his team would be in touch with her this week.

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

Monthly Reports

- Treasury Report- The Board received the January Treasurer's Statement
- Investments- The Board received the January Investment Report
- Insurance-The Board received the January Insurance Report

- Budget-The Board Received the January Budget Report

Action by Consent:

1. Bills and Claims from warrant no. 1041281 thru warrant no. 30029814 totaling \$22,826,648.61 for the period of February 23, 2022 to March 21, 2022.

2. Adoption of Personnel Report

	Effective Date	Location	Position
RESIGNATION-ADMINISTRATION			
John Bruesch	6/30/2022	PSAC	Asst Supt Admin Services
Angela Ginnan	6/30/2022	NCHS	Assistant Principal
APPOINTMENT-ADMINISTRATION			
Steve Jeretina	7/1/2022	NCHS	Assistant Principal
David (Chris) Kirkpatrick	7/1/2022	NCHS	Athletic Director
RESIGNATION-CERTIFIED			
Ryan Clifford	8/11/2022	Madison	LBS
Alexandria Gohla	8/11/2022	Kennedy	School Social Worker
Susanna Ramsden	8/11/2022	Steeple Run	Kindergarten Teacher
Maria Harvey	8/11/2022	NNHS	Learning Commons Director
Amber Camp	8/11/2022	WJHS, KJHS, LJHS	FACS Teacher
Alyssa Estvander	8/11/2022	Mill Street	4th Grade
Barbra Miller	8/11/2022	Steeple Run	Learning Commons Teacher
Emily Kopf	8/11/2022	Mill Street	Learning Commons Teacher
McKenna Lulic	8/11/2022	Elmwood	5th Grade Dual Language
Brenna Rock	8/11/2022	Ann Reid	Speech Language Pathologist
Kimberly Wittstock	8/11/2022	NNHS	Art
Joan Laxton	8/11/2022	Mill	Certified Nurse
Cassie Lukehart	8/11/2022	NNHS	FACS
Ye Chen	4/30/2022	Ranch View	EL
Emily Goeden	8/11/2022	Kingsley	Learning Behavior Specialist
Nicole Liskey	8/11/2022	Ann Reid	Early Childhood
EMPLOYMENT OF INTERNS-CERTIFIED			
Haley Simpson	SY 22/23	PSAC	School Psychologist Intern
Katherine Huppe	SY 22/23	PSAC	School Psychologist Intern
LEAVE OF ABSENCE-CERTIFIED			
Heidi Henry	SY 22/23	Highlands	3rd Grade
Anna Quinn	10/28/22 - 12/22/22	NCHS	Learning Support Coach
EXTEND LEAVE OF ABSENCE-CERTIFIED			
Kathleen Jacobs	SY 22/23 40% LOA	NNHS	Science
Ye Chin	4/2/22-4/30/22	Ranch View	EL
RETIREMENT-CLASSIFIED			

Bambi L. Ellis	5/27/2022	Mill Street	LRC Library Assistant
RESIGNATION-CLASSIFIED			
Mitalben B. Khokhani	3/14/2022	Madison	Special Education Assistant
Suzanne K. Martin	3/9/2022	Ann Reid	Special Education Assistant
James A. Abenante	3/9/2022	Transportation	Bus Driver
Paul Grazian	3/31/2022	Transportation	Bus Driver
EMPLOYMENT-NON-UNION CLASSIFIED			
Gloria Gamboa-Campos	4/4/2022	PSAC	Human Resources Coordinator
EMPLOYMENT-CLASSIFIED FULL-TIME			
Anthony D. Masino	4/4/2022	NCHS	Computer Support Associate
Tara L. Barnard	3/21/2022	Ann Reid	Special Education Assistant
Andrea Guerrero	3/21/2022	River Woods	Dual Language Assistant

3. Minutes 02/22/2022, 03/07/2022

4. Certified Employees recommended for reemployment and dismissal, full time, part time, temporary and permanent substitutes

5. Educational Support Personnel recommended for dismissal, time sheet, instructional assistants, and temporary positions

6. Administrator Contract Renewal

7. US OMNI Plan Document Adoption

8. Student Photography Contract

9. Bid: Playground Equipment Installation-Highlands, Scott, Steeple Run, Ranchview

10. Bid: 2022 HVAC Improvements at Meadow Glens and River Woods

Donna Wandke made a motion to approve warrant no. 1041281 thru warrant no. 30029814 totaling \$22,826,648.61 for the period of February 23, 2022 to March 21, 2022, and the remainder of the Consent Agenda seconded by Kristine Gericke. Those voting yes: Kozminski, Cush, Wandke, McMillen, Fitzgerald, Casey and Gericke. No: None. The motion carried.

Student Ambassador Reports

Uju Kim-NCHS

- Students at Naperville Central now mostly feel comfortable regardless of whether or not their peers choose to wear a mask, and there have been very few issues around this topic.
- The implementation of support periods have continued to be popular among students in the last three months. Students have been able to take advantage of this time academically, or just to socialize.
- Spring sports and extracurricular activities have begun and the building is constantly busy after school, marking a significant change from the past year. The school's atmosphere is noticeably livelier as these activities are a large part of students' lives.
- Lastly, there are a few notable upcoming events throughout the next month. From March 26 to April 3, students will be on spring break. On April 13 and 14, juniors will take the SAT while sophomores and freshmen will take the PSAT.

Joanna Cho-NNHS

- Theater one-acts ran from March 18-19, and were a huge success, enjoying large audiences and very entertaining shows.
- March 18-20, our Huskie Youth and Government, together with Naperville Central, competed at the state Youth and Government convention. We had a very successful trip to Springfield.
- Many congratulations are in order tonight, as both our NNHS table tennis team and OverWatch esports team won both of their respective state championships.
- Debate team successfully defended their title at the ICDA State championships and celebrated a victory at the IHSA state championships.

Freedom of Information Requests:

Collins Request- Email Information
 Evans Request- Business Office Information
 Evans Request- Email Information
 Evans Request- Board of Education Information
 Evans Request- Email Information
 Evans Request- Business Office Information
 Harris Request- Business Office Information
 Harris Request- Business Office Information
 Livie Request- Shield Testing Information
 Livie Request- Email Information
 O’Rear Request-Business Office Information
 O’Rear Request-Business Office Information
 O’Rear Request-Student Information
 O’Rear Request- Business Office Information
 Protect Parents Rights- Business Office Information
 Protect Parents Rights- Business Office Information
 Taylor Request-Business Office Information
 Taylor Request-Business Office Information
 Banowetz Request- Learning Services Information
 Baker Request- Student Services Information
 ABC News Request- Learning Services Information

Superintendent/Staff/School Report

Superintendent Bridges

Gave an update on the COVID dashboard and that it is up to date.
 Presently, both the county and Naperville 203 Zip Codes are still in the low category.

Board Comments/Questions:

None.

President’s Report

President Fitzgerald noted that the Board of Education would hold its Self-Evaluation on April 19, 2022. She and Superintendent Bridges will meet with our IASB representative to create the agenda.

Board of Education reports:

Ms. McMillen reported that she and Ms. Wandke met with staff, students, and parents to review several student behavior policies. She thanked all who participated for giving their feedback.

Discussion without Action

Policy 4.20 Recommendations

Superintendent Bridges stated that we would move this discussion to April meetings so Administration can update timeline. There is relevant background for the Board and community to review.

President Fitzgerald noted that the Information is in BoardDocs for review.

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

Superintendent thanked several staff members on the coordination of the work on this manual that began in August 2021. This process has been with a representative from IASB to conduct a comprehensive analysis and review of our Board of Education policies.

Thank you to Kristin Fitzgerald, Tony Casey and Cabinet who have been working on this process. Tonight is a first reading of these four sections. We will be asking for action at the next Board of Education meeting.

Board Comments/Questions:

Can we include vaping on the list in Policy 8.30?

Superintendent Bridges responded that we would ask our IASB representative if that is language that can be included.

Policy 8.100 talks about various community partners but I have noticed that the Park District has been removed. Is that an oversight and should it be put back in?

Superintendent Bridges remarked that it must just be the language in the model policy. At some point, our Board must have felt it important to have it in there. We will confer with counsel to determine if it is okay to add back to the policy.

Dr. Bruesch added that this is model policy.

Can we add convicted of child abuse to the list of disqualifying components of someone running for school board and not just child sexual abuse?

Superintendent Bridges responded that we would ask IASB if this policy is based on the School Code. **Thank you; it is part of our oath so it would be nice if they all were the same.**

This is a lot to review. If you have any additional questions, please ask them. We can pull out any policies that we want to look at further. Please send your questions as soon as you have them so that Administration can reach out to the IASB representative.

Superintendent Bridges reminded the Board that we could always come back to any of the policies if we see something later.

We will look at the next two sections at next BOE meeting.

Discussion with Action

Debt Service Levy

Superintendent Bridges noted that at the March 7 Board of Education meeting, Administration presented a recommendation to the Board to abate the 2021 debt service levy. This is an annual decision that the Board of Education makes. Our recommendation is that the Board of Education abates the 2021 debt service levy.

Board Comments/Questions:

I know that we look at this annually as a way of balancing our levy, which does assist our taxpayers. In our looking at Policy 4.20, one of the specifications is taking care of taxpayers and this would meet that criteria.

Superintendent Bridges added that there are two major criteria for Policy 4.20 and those are relief to taxpayers and to look at nonrecurring capital projects we can look at as new projects or new initiatives. **The Board of Education takes very seriously, the high level of education that District 203 provides, the appreciation we have for our staff, making sure our students' needs are met as well as making sure we keep the tax level as low as possible. I appreciate that we continue to abate the tax levy abatement.**

Thank you for that. As we did not have the full presentation on Policy 4.20, we did not talk about the other categories that we will be looking at. This is part of an overall look at ensuring that we continue meeting the needs of our students.

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

Resolution: Transfer of Funds for Debt Abatement

Superintendent Bridges noted that this is related to the Debt Service Levy. This will need to be approved to transfer money from the education fund to the debt service fund. Administration recommends approval of this transfer.

Board Comments/Questions:

None

Charles Cush made a motion to approve the Transfer of Funds for Debt Abatement as presented seconded by Amanda McMillen. Those voting yes: McMillen, Gericke, Fitzgerald, Casey, Wandke, Cush, and Kozminski. No: None. The motion carried.

2021 Levy Refund Recapture Abatement

Superintendent Bridges noted that this is a new opportunity for the Board of Education. This refund recapture addresses tax refunds. Allows districts to more closely meet the projected tax revenue. Recommendation is that the Board of Education does not abate. This number will fluctuate annually. This moves us closer to collecting our full extension.

Board Comments/Questions:

Thank you for that review.

This is similar to the Debt Service Levy. Would like to understand what these dollars would be earmarked for. Can you review what our projection is for the end of the year?

Mr. Frances noted that part of our tax extension that does not have specific spending attached to it. Bipartisan passing of this so that taxing bodies could recover about 100% of the extensions. In the five year forecast, we would update this to 100% which is a .1% difference. It would add about \$8 to the average taxpayer in DuPage. In Will County, the amount would be less.

For our bottom line for this year, what is the deficit?

Mr. Frances reported that the Board adopted a budget with a small deficit. Based on projections, we think we will have a small surplus.

This would be for fiscal 2023 and not this year.

Mr. Frances remarked that when we changed our accounting policies, new projections are for taxes payable fiscal year 2023.

Can you talk about the deficit in fiscal 2023?

Mr. Frances stated that based on financial projections, we are projecting a deficit in 2023 and beyond.

This would be a bigger impact on our students and a smaller impact on our taxpayers.

Superintendent Bridges noted that is correct, we are concerned that we are not cutting our budgeting too close that would negatively affect students and staff. The benefit to the taxpayer is that it provides the opportunity for additional services and supports.

How do we want to move or not move this item on the agenda?

Administration is recommending that we collect this this year. We do have the option annually to review this.

Charles Cush made a motion to not abate the 2021 Levy Refund as presented seconded by Amanda McMillen. Those voting yes: Kozminski, Casey, McMillen, Wandke, Gericke, Fitzgerald, and Cush. No: None. The motion carried.

Bid: Bus Fuel

Superintendent Bridges noted that in February, the Administration brought a recommendation to the Board of Education to award the Bus Fuel bid to Avalon Petroleum Company and to authorize the administration to execute all necessary related documents. Additional information was requested by the Board of Education. All materials are located in BoardDocs. We recommend that you approve the Bid to Avalon Petroleum Company.

Board Comments/Questions:

It says that the fiscal impact for financial year 2023 is \$500,000, is that correct?

Mr. Frances responded yes, that is correct.

Can we speak to other types of fuel have been looked at?

Mr. Frances remarked in the documents in BoardDocs is a summary of what the team has looked at in terms of other fuel sources. The team has looked at Biodiesel. There is concern that this type of fuel does not work as well in our weather. The priority is to get students safely to school. Recommending staying where we are, as we would have to look at alternative engines.

Concerned about the environmental impact. I guess I will address that in the next item, Bus Purchase.

Mr. Pelletier stated that we have only used the low sulfur fuel. The black smoke/fog is reduced, as it is a cleaner burn. Bio diesel can be added but would only be used in the winter months but will sit in the summer months and it will not be useable the following winter. We would have to purchase a heating fuel to cut the biofuel so it can flow. Bacteria will grow in it while sitting in the busses in the summer. We can control the fuel. We have never had a problem with our fuel since 2003.

They Tier 4 diesel engines that we have in 60% of our fleet, does that change the fuel that we use in those busses or all the fuel is the same?

Mrs. LaBorn stated that all busses use the same fuel. It is the technology of the engines that make them more fuel-efficient.

My biggest concern is the busses themselves. Appreciate all the information but I cannot support this, as we need to make a change in our busses.

I understand, appreciate, and share the concerns of my colleague that we need to be looking at more environmentally friendly. I recognize all that you are doing to keep our busses running. I appreciate the detailed information. Want to support that whole district moving in a forward direction of sustainability. This has to be a thoughtful process to get infrastructure in place. Thank you for this information. The Board as a whole is supportive of a thoughtful process in looking at sustainability issues. What are your thoughts on the district sustainability plan?

Superintendent Bridges noted that one area of our strategic plan is to look to identify any potential alternative energy sources and create a long term plan for those types of recommendations. Mr. Dolan looks at ways to make construction as environmentally friendly as possible. We have to move in a thoughtful way, as this will affect many areas. We have many capital projects that will allow ways for the district to be respectful to the environment.

My lack of support is not for the transportation department. My lack of support is that there has been no statement of support on this in the last year. We have not made strides on this in one year.

The Board has wished to vote in contrary with IASB in that we support additional advocacy that there is more support from the Federal and State governments. We appreciate you taking the

time to look at what additional funding there might be for us. We need to keep talking to lawmakers in regards to our needs in this area.

We do need to move toward a cleaner way of transportation. We have a whole fleet of busses that we need to run next year and we cannot make a complete change in one year. Can support so we can continue to use the fleet we have.

We need to be thinking about this as part of the long term commitment. We cannot make this change overnight. We need to think about our long term over multiple areas. We have to look at the overall picture of District needs.

Frustrated but I do understand our limitations. Can we look at pilot programs; can we move in some additional areas? Do not want to forget about partnerships to help us move this along. How do we advocate with the government to help us make this happen.

Looking forward to dialog and actions that will come from a long term sustainability plan.

Amanda McMillen made a motion to approve Bus Fuel Purchase as presented seconded by Tony Casey. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, and Casey. No: Wandke. The motion carried.

Bid: Bus Purchase

Administration does support moving in the direction of environmentally conscious measures. This has to be looked at as a part of the big picture. We have been directed by the Board to look at ways to support students as we emerge from the pandemic. Concerned without additional revenue streams that this would be hard for us to do. Recognize the importance of this it will have to be tied into other areas. Capital improvement and infrastructure will need to be looked at so that we can support this change. It is clear that this is a priority of the Board. We need to get the strategic blueprint rolled out and identify long term and short term goals. Grant availability for a district like ours is not easy to find. Staff will be attending a webinar on how to apply for grants for help going into electric busses.

Recommendation is to approve.

Board Comments/Questions:

This is for 17 new busses. How many do we have?

Mr. Frances noted that we have about 132. We try to replace 1/8 of our fleet annually.

Anticipate that this fleet we will last about 8 years and that we will begin to think about how we move in electric busses.

Superintendent Bridges added that we are replacing different types of busses. We also have to look at the infrastructure. There might be other vehicles of our fleet that we can run environmentally cleaner.

Wanted to understand that this is looked at annually.

Again, we had this conversation one year ago. As we are talking about electric busses, I was looking for a simple pilot. We are looking at over 11 years until we can turn over the whole fleet.

Mr. Frances stated that is not necessarily correct. It depends on how many we want to replace. It could be done fully in 8 years or less. We want to take advantage of as many dollars as we can, as there may be other administrations that are not supportive of these initiatives.

Superintendent Bridges added that everyone in the Transportation department has been out driving busses. We are committed with wanting to move forward but it is going to take balancing all that we want to do and also consider the employment situation. Your concern is noted, as is your desire to move forward. Your concerns and expectations are noted. We have to determine where this fits in with all the other commitments that we have to meet.

Appreciate the comments about advocacy. Not just the purchase of the bus, it is also the infrastructure.

We have to be thoughtful about even a pilot program without considering the infrastructure. We have to think about it as a fleet replacement you still have to consider how you build charging station.

For me this is about a broader carbon footprint perspective. Busses are an area to look at but what are some other areas that we can look at to make it a broader plan. Pilots can cost a lot of money, as you still have to build infrastructure to support the pilot.

Overall picture is important. Frustration is that we asked for bids last year. Did we solicit bids from any electric busses or more fuel efficient busses?

Mr. Frances noted that we made the decision that we are not ready to do this. It is very expensive. The other reason is the pandemic as we have a shortage of drivers. The focus has been to get students back and forth to school every day safely.

I appreciate the context. We have to look at the long term benefits and what the breakeven points are. Can you discuss the impact the 17 we buy will have over the ones they are replacing?

Mr. Frances responded that the ones being replaced are about 10 years old. The technology in busses does allow for more fuel efficiency.

I admire the hard work of the transportation. Other districts have plans to move to fully electric fleet in five or 10 years. Other contractors are starting pilot programs to move in that direction.

Superintendent Bridges added the districts I have been looking at that can move forward faster are districts who have been eligible for grants and the contractor they are using is moving to electric busses. It is important to look at this in the whole picture. Has to fit in the context of the entire long term movement of the district.

Clearly stated that I would like to have a breakeven point of what additional spending on the bus and the installing of the infrastructure and then the fact that we will have no fuel for these busses. We don't need grant dollars to begin looking at a plan. Can we look at air quality on busses?

Superintendent Bridges stated that we would discuss when we talk about the strategic blueprint and will move under the direction of the board.

This has been a good discussion. The Board has been able to talk about their concerns in this area but also their understanding of taking a very broad look. We look forward to hear what the district learns from their analysis and the work you go through to look at various federal availability and not just on busses but in other areas that might provide an effective way for us to look at our carbon footprint.

Thank you that these new busses will be more efficient.

Amanda McMillen made a motion to approve the Bus Purchase as presented seconded by Kristine Gericke. Those voting yes: McMillen, Fitzgerald, Gericke, Cush, and Casey. No: Wandke and Kozminski. The motion carried.

EC-12 Certified Staffing & District SPED Projection

Superintendent Bridges noted that on March 7, Administration presented its projection for staffing for the 2022-2023 school year. It is presented in BoardDocs. Overall, we are seeing an increase of 2.160 in the full time equivalence. We are seeing some increases at the junior high level and in student services district wide. We are seeing some decreases at the elementary and high school levels.

Board Comments/Questions:

I have been speaking for several weeks about staffing coming off the pandemic and that we address the needs of our students especially at the elementary level and in response to the Panorama survey.

Mrs. Xagas stated that some of the staff we hired were for behavior specialists. They will now be labeled as being at the district level.

Mr. Freundt added the enrollment projections go school by school and grade by grade. We work with principals in looking at each grade level. We are actually are increasing classroom teachers at the elementary level.

Am I hearing that of the 4.2 student services teachers at the district level that 3 of them will be supporting the elementary?

Mrs. Xagas stated that these special education professionals, not special education teachers. So some of them will be at the elementary level offering additional support. We are seeing an increase in students who need the support of Social Workers and School Psychologists.

Are they still supporting elementary schools?

Mrs. Xagas stated yes, they are still supporting elementary.

At the high school level, are we increasing class size by removing the 5 staff members?

Dr. Holland noted that at the high school level we offer many classes. Students vote with their feet. There are a number of courses that have very low enrollments, which do not justify the same FTE. We have departments with significantly lower enrollments that do not justify the FTE they have. No supports have gone away from the high school. We have built in supports to help with our behavior and discipline needs. We have 2.0 additions in each high school to address the needs in each school. Everything has been done based on the needs that exist, the course enrollments as well as ensuring that we are maintaining our support structure.

The 2.0 is that tied to the high school numbers or the district numbers?

Dr. Holland stated that it is tied to the high school numbers.

Then we are really losing 9.0 teachers in the classroom?

Dr. Holland responded that it would be 9.0 FTE. It is based on all the decreases that I just shared. Superintendent Bridges stated we are not losing any services or courses. We are still supporting the needs of students. The decrease is the result of student course enrollments.

Our student enrollment is not decreasing so there must be over 625 students placed in classrooms. They now have over 1000 students that are placed in other classrooms.

Dr. Holland remarked that students are not placed in classes, they choose classes.

I am getting the numbers by saying that each of the nine teachers teach on average 25 students, is that not true?

Dr. Holland stated that some classes are quite a bit smaller than 24.5 students.

That is many extra students taking 7 classes and teachers are teaching 5 so those students are being placed in other classes?

Dr. Holland gave an example of one department went from an average of 21 to 23.9 then some students drop. We looked at historical data at how students dropped. Our staffing document allows for students who are moving in. This was a very thorough process that involved not only the principals but also the department chairs.

Superintendent Bridges added also that the Assistant Principals for Operations were involved.

So the principals, department chairs, and union support this process and losing these nine teachers?

Dr. Holland stated that everyone would say the process is appropriate and fair based on the number of enrollments. Whether people are happy or not is a different question. It is aligned with course enrollments.

So do we have principals, department chairs, and the union who are not happy?

Dr. Holland stated that FTE naturally is connected to relationships and so that is what becomes difficult. Staffing is always challenging.

Superintendent Bridges added that class size is staying about the same, some decreases, some increases. We have not removed any supports and classes from the high school.

We are taking 9 teachers out of the buildings when there is a teacher shortage and a substitute teacher shortage. I have been saying this for weeks.

We have a net increase 2.61. Moved some staff to the district level. Reallocating resources to where they are needed.

The information about drop rates is important. Can you repeat how you are using the drop rates as you have increased some classes because of the historical data?

Superintendent Bridges stated that staffing is made in relation to course selection. We do not put students into classes; they choose the classes they take.

Dr. Holland added that with AP and others; we looked at the last 3-4 years and the history of add and drops. We have to think about the trends of new students who move in. We looked at ways we present our classes. The more classes we offer, the more we split students. We have some students choosing courses that may only have 6 students then we would not run that course and they would have to choose something else.

Thank you for your overall thoughtfulness in this process.

Superintendent Bridges added that this Board has always been responsive if there are additional needs.

Did we remove any class that had more than 15 students?

Dr. Holland remarked not that I recall.

So all of the classes that have 15 or more students will be running even if we anticipate that they may decrease.

Dr. Holland noted there are some capstone classes that have less than 15 if that is the only option we have to allow a student to finish their time.

Superintendent Bridges added that there are times that we have been creative if there have been less than 15 students. WE may combine courses.

Mrs. Willard added that incubator and accelerator are good examples. We may have 18 kids who have 4 moving on with accelerators, we will combine those. We will never shut a class down if we have fewer if we have students who want or need to take it for those accolades on their transcript.

Charles Cush made a motion to approve EC-12 Certified and District SPED staffing Projection as presented seconded by Amanda McMillen. Those voting yes: Cush, Casey, Fitzgerald, Kozminski, McMillen, and Gericke. No: Wandke. The motion carried.

TRS Supplemental Savings Plan

Superintendent Bridges stated the teachers retirement system is required to offer active employees of eligible employers a deferred compensations plan. We recommend that the Board approve the resolution for District 203 to join the TRS supplemental savings plan.

Board Comments/Questions:

None

Tony Casey made a motion to approve the TRS Supplemental Savings Plan as presented seconded by Charles Cush. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, Wandke, McMillen, and Casey. No: None. The motion carried.

Consideration of Board of Education Expenses

Superintendent Bridges stated that Board Policy 2.125 requires that all Board Member expenses for travel, meals, and lodging be approved by roll call vote. We seek the approval of the expenses from the March 7, 2022 meeting.

Board Comments/Questions:

None

Kristine Gerick made a motion to approve Board of Education Expenses as presented seconded by Joe Kozminski. Those voting yes: Cush, McMillen, Kozminski, Casey, Fitzgerald, Wandke, and Gericke. No: None. The motion carried.

Collective Bargaining Agreement Between Naperville 203 and NTA

Superintendent Bridges thanked NTA's President Mark Hanson and member of the Collective Bargaining group Jill Klein for being with us this evening and your patience as we get to this agenda item. District 203 and the NTA have reached a tentative agreement on a new collective

bargaining agreement. It has been ratified by the membership and we ask the Board of Education to approve the collective bargaining agreement as presented. Mr. Bridges thanked the members of the transportation department team for everything they have done in this challenging year to make sure our kids have gotten to school every day. He also mentioned that this is a five year contract, which runs through 2026.

Thank you on behalf of the whole Board. President Fitzgerald summarized the agreement, which can be found in BoardDocs.

Board Comments/Questions:

None.

Amanda McMillen made a motion to approve NTA Contract as presented seconded by Donna Wandke. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Casey, Cush, and Kozminski. No: None. The motion carried.

Old Business:

None.

New Business

None.

Upcoming Events

Superintendent Bridges noted number of events added to the calendar.

- NEF Building a Passion Breakfast on Wednesday at 7:00am.
- Spring Break begins on March 28.
- Next Board of Education meeting is April 4
- Board of Education Self-evaluation April 19
- High School Graduation NCHS will be at 2:00 and NNHS will be at 4:00pm both on May 22, 2022

Adjournment

Charles Cush moved to adjourn the meeting at 9:21p.m., seconded by Kristine Gericke. A roll call vote was taken. Those voting yes: Cush, McMillen, Fitzgerald, Wandke, Casey, Kozminski, and Gericke. Those voting no: None. Motion carried.

Approved: April 18, 2022

Kristin Fitzgerald, President, Board of Education

Susan Patton, Secretary, Board of Education