
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
May 2, 2022, 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, Joe Kozminski, Tony Casey, Amanda McMillen, and Charles Cush.

Administrators present were:

Dan Bridges, Superintendent,

Bob Ross, Chief Human Resources Officer

Michael Frances, Chief Financial Officer/CSBO

Dr. Chala Holland, Assistant Superintendent for Administrative Services

Closed Session

Amanda McMillen moved, seconded by Kristine Gericke 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.
3. Pursuant to 5 ILCS 120/2(c)(9) Student Disciplinary Cases

Meeting Opening

Tony Casey made a motion, seconded by Charles Cush to return to Open Session at 7:06 pm. 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

Naperville 203's journey to become more Learner-Centered, Equity-Focused, and Future Driven has earned the district recognition as a "Lighthouse System" by the AASA School Superintendents Association. This designation indicates that Naperville 203 has seen a Comprehensive, Systemic Integration of Social-Emotional Learning that is expertly aligned with research. Congratulations to all of our staff members who played a role in our implementation and eventual recognition.

Naperville North senior, Mary Priz, was part of a Technology Center of DuPage culinary team that finished in first place at the Illinois State ProStart Competition. Mary and her team will now travel and compete in the National ProStart Invitational in Washington DC. Mary was previously recognized as the December Student of the Month by the Technology Center of DuPage. Congratulations to Mary! It is a pleasure to see her, and all of our students, succeeding in their career pathway of choice.

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.

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.

Comments regarding the District's Equity Plan and the needed input from parents. Offered concern around social distancing that is still happening at schools. Want to know why there is a need to teach about anti-racism. IL students at a disadvantage compared to other students in other states. What can be done to help these students? Parents have the right to see what will be taught. Awake IL-parent led organization to advocate for our students. We are keen to have public schools to focus on core mission of educating students.

Bus driver shared his concerns about an incident that occurred with a community member. Shared his concern that he was expected to drive another bus of students. The offender was not issued a citation based on video. My hope is the district pursues charges against this offender.

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.

Action by Consent:

1. Adoption of Personnel Report:

	Effective Date	Location	Position
APPOINTMENT-ADMINISTRATION			
Merigan Kline-Neben	7/1/2022	NCHS	Assistant Principal
RESIGNATION-CERTIFIED			
Stacie Gardner	8/11/2022	Scott	2nd Grade
Kimberly Wittstock	3/24/2022	NNHS	Art Teacher
Emma Donahue	8/11/2022	Ellsworth	1st Grade
Mallory Combs	5/27/2022	Washington	5th Grade Teacher
Amber Cotrano	8/11/2022	NCHS	Math Teacher
APPOINTMENT-CERTIFIED FULL-TIME			
Patricia Chirumbolo	8/12/2022	Mill Street	5th Grade Dual Language
Melissa Kelly	8/12/2022	MJHS	Science/ Language Arts
Magdalena Munoz	8/12/2022	Elmwood	5th Grade Dual Language
Martha Perez	8/12/2022	NNHS	Multilingual ALOP
Margaret Tysiak	8/12/2022	Lincoln	General Music/Chorus
Maureen Grady	8/12/2022	Lincoln	6th Grade Science
Elizabeth Shute	8/12/2022	Naper	School Psychologist
Laura Hynes	8/12/2022	LJHS	8th Grade Language Arts
Madelyn Phillips	8/12/2022	LJHS	School Social Worker
APPOINTMENT-CERTIFIED PART-TIME			
Marybeth Valek	8/12/2022	Mill Street	Learning Commons Teacher
Amber Cotrano	8/12/2022	NCHS	Math Teacher
REVISED CONTRACT-CERTIFIED FULL-TIME			
Maria Schaefer	8/12/2022	PSAC	Hearing Itinerant
RE-EMPLOYMENT-CERTIFIED FULL-TIME			
Kevin Nalefski	8/12/2022	KJHS	8th Grade Social Studies
Brianna Rychlec	8/12/2022	Mill Street	Speech Language Pathologist
Roselyn Timm	8/12/2022	JJHS	Dual Language Teacher
LEAVE OF ABSENCE-CERTIFIED			
Kaitlyn Anderson	SY 22/23 (.5)	Steeple Run	Learning Behavior Specialist
Emilly McKenzie	11/4/22 - 5/26/23	Scott	Kindergarten
Kelli Stanford	11/4/22 - 5/26/23	Maplebrook	2nd Grade

Jenna Cole	SY 22/23	River Woods	Learning Behavior Specialist
RETIREMENT-NON-UNION CLASSIFIED			
Deborah Nesnidal	7/7/2022	PSAC	Senior Support Analyst
RETIREMENT-CLASSIFIED			
Christine B. Ryan	7/18/2022	Steeple Run	Executive Secretary
Renee M. Abbott	6/6/2022	Maplebrook	Instructional Assistant
Sylvia Bauler	8/3/2022	Naperville North	Department Secretary
RESIGNATION-NON-UNION CLASSIFIED			
Kim Truppa	6/10/2022	PSAC	Digital Applications & Virtual Learning Manager
RESIGNATION-CLASSIFIED			
Jennifer L. Foster	5/27/2022	Maplebrook	Special Education Assistant
Tiffany A. Paulus	5/27/2022	Naperville North	LRC Library Assistant
EMPLOYMENT-NON-UNION CLASSIFIED			
Michelle L. Swope	5/9/2022	PSAC	Business Office Specialist
EMPLOYMENT-CLASSIFIED FULL-TIME			
William H. Hudecek	5/17/2022	Ranch View	Head Custodian
EMPLOYMENT-CLASSIFIED PART-TIME			
Rebecca L. Erickson	4/25/2022	Naper	Instructional Assistant 3-5

2. Bid: Provide IPM Pest Control Service to NCUSD 203 2023-2025
3. Bid: Six Asphalt Replacement Projects for NCUSD 203, 2022
4. Bid: Mechanical Work at KJHS, 2022
5. Student Discipline

Joe Kozminski made a motion to approve the Consent Agenda as presented, seconded by Donna Wandke. 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. DuPage County remains in the Medium category. Speak to your healthcare professional to see if you should wear a mask. We will continue to offer testing and will look at schools on a case by case basis.

Board Questions/Comments

None.

President's Report

President Fitzgerald talked about the April 19 Board of Education meeting for Self Evaluation. She was able to participate with an IASB roundtable with IL State Superintendent of Schools. Talked about the need for school districts to finish strong. We advocated to the hard work of

our teachers and the exhaustion of the last two years. There has been some positive changes in the submission of resolutions and the supporting of the core values of the IASB.

Board of Education reports:
None

Discussion without Action

2022-2023 Tentative Budget Presentation

Superintendent Bridges reminded the Board of Education and community that this is the first of at least four meetings regarding the budget. By law, the budget has to be approved by September 30. We try to have this approved by June 30, 2022.

Mr. Frances walked thru the budget book that is included in BoardDocs.

- Tonight starts the process for Board review.
- Included in BoardDocs is a copy of the actual tentative budget with more detail and a fund by fund analysis with comparisons to last year's actuals and this year's original budget figures.
- Besides being a legal requirement to adopt an annual budget, the budget is a numerical reflection of the district's goals and objectives and is needed to authorize annual spending.
- Each month we analyze actual revenue and expense to make sure we are on track with the budget plan and, if needed, make adjustments.
- It is also used as the basis for our 5-year projections that the Board uses to help make strategic long term financial decisions.
- Our auditors also use it for variance analysis against our end of year actual values.
- The budget is a plan for the receipt and expenditure of district resources. The budget document is inclusive of all things known and estimated.
- I will be reviewing the budget document tomorrow with the Citizen Finance Advisors before bringing it back to the Board, putting it on public display, and then bringing it for final approval at the second Board of Education meeting in June.
- The District begins the planning in the fall by updating enrollment projections and the Five-Year Financial Forecast.
- In the Spring, administration projects staffing needs for the following year as well as develops individual department budgets that include any potential new initiatives.
- We present the information in tentative form to the Board of Education for additional input and feedback before final approval.
- The largest budget item is personnel costs, which make up over 76% of total expenditures.
- The Administration evaluated all aspects of staffing and recommended changes for the FY23 budget.
- There is one additional staffing initiative for Fiscal Year 2023, Director of Outreach and Student Belonging, that is also included in the tentative budget.
- Property taxes are estimated to increase \$5.6 million or 2.2% over the current budget. Final values on the tax rate, new construction and EAV change are almost exactly as projected when we adopted the tax levy last December. The budget also accounts for the tax abatement that the Board of Education adopted again in March reducing taxes by \$2.7 million with other revenue covering the cost of next year's debt payments.
- A better Illinois economy has resulted in an increase to the budget for Corporate Personal Property Replacement Tax budget to align with the most recent estimates from the Illinois Department of Revenue.
- State funding makes up about \$23 million of the district's revenue budget, a little over 7% of overall funding. The majority of funding from the State comes from the Evidence Based

Funding formula, as well as categorical grants for preschool, special education and transportation. Overall, State funding is estimated to be up slightly for FY23, mainly in anticipated increases in transportation reimbursement, due to more back to normal costs this year.

- The federal line item of the district's budget shows the largest estimated percentage decrease. This decrease is primarily driven by the American Rescue Plan Act of 2021. Those dollars were a one-time funding source. While we anticipate receiving part of our allocation this year, this source will be gone in the future.
- District 203 receives about 10% of our annual funding from a combination of State and Federal Sources.
- We see a total overall revenue increase of just over \$5.5 million or 1.82%.
- Almost all of this increase occurs in the Education Fund. The other major change is a slight shift of property tax dollars from the Operation and Maintenance Fund into the Tort and IMRF Funds.
- Total Revenue is projected at \$311.1 million for the upcoming year.
- The largest expenditure is employee salaries and benefits that makes up almost 80% of all district expenditures.
- The overall total change is just under \$6.3 million or 2.06% increase over the current year budget.
- Most of these increases happen in the Education Fund, which makes up about 80% of the district's annual expenses.
- When breaking down the expenditures by the major expenditure objects, salaries and benefits are planned to increase by 4.14% over the current budget.
- These figures incorporate all known and projected changes to staffing that have been included in this presentation.
- This tentative budget shows expenses at \$312.6 million. When comparing that to estimated revenue for this year, the district has a deficit budget of approximately \$1.5 million. While still a deficit, this is less than the most recent financial projection presented to the Board and equaling less than 1/2 of 1% of the overall expected spend for the upcoming year.

Board Questions/Comments:

Thank you for the presentation and the overview. In the past, we have compiled a document containing all the questions that the Board asked.

Can we also include any questions from the community on that document?

Superintendent Bridges noted that we would keep the questions from the Board and the community separate.

Please review the document and continue to ask questions.

Superintendent Bridges asked the Board to please submit questions prior to the Monday of the next BOE meeting.

Mr. Frances added there may be some minor tweaks and will outline any changes made.

If we had to add a class section to a building would, we have to make adjustments or is there some flexibility.

Mr. Frances stated there is some flexibility but if we have to add additional space that expenditure would need to be added.

Policy Review: First Reading Policy 7.180, Preventing Bullying, Intimidation, and Harassment

Superintendent Bridges noted that this policy is reviewed annually with staff, parents.

Dr. Holland thanked the Board of Education members who participated as well as the Deans, parents and students.

She reviewed some changes such as pronouns. It has been reviewed by legal counsel to be sure that it aligns with School Code.

Board Questions/Comments:

Appreciated the historical data related to bullying and to hear from the Deans about the education that goes on with students as to the bullying policy. Thanked CH for her leadership in the meetings. It was helpful to hear the comments of the parents and students. Feedback we were able to get was helpful.

Policy Review: First Reading Policy 7.190, Student Discipline

Superintendent Bridges noted this policy is also reviewed annually with Board members, staff, students and families.

Dr. Holland added that they clarified the language around the interventions we are providing. Number 19 has been changed by removing the word decency. Work has been around reviewing the dress code. Aligned with school code and feel positive about the changes being recommended.

Board Questions/Comments:

Thank you for that review. It was helpful for the committee to hear a little bit about the work that has gone into the dress code as well as the ways in which that has been approached by our staff. There was some student feedback about it at the beginning of the year and it seemed clear that they had worked to address their practices.

Discussion with Action

Establish Date for Public Hearing and Direct FY23 Tentative Budget to be put on Public Display

Superintendent Bridges noted that the law requires that at least one public hearing be held after the tentative budget is made available to the public for at least 30 days. Administration recommends that you approve the resolution that is attached to allow the public posting of the tentative budget prior to the 30 days part of the hearing

Board Questions/Comments:

None.

Donna Wandke made a motion to approve the resolution to establish date for Public Hearing and Direct FY23 Tentative Budget to be put on Public Display, seconded by Joe Kozminski. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, Casey, and Wandke. No: None. Motion carried.

2022-2023 Board Meeting Schedule

Superintendent Bridges remarked that the changes requested by the Board at the last meeting have been reflected in the meeting schedule attached in BoardDocs.

Board Questions/Comments:

It appears that our second meeting in June will be the last meeting to be held at WJHS, as meetings will be returning to PSAC.

Superintendent Bridges added that the January meetings would be held on the second and fourth Mondays. Will document with an asterisk at the bottom of the calendar.

Kristine Gericke made a motion to approve the 2022-2023 Board of Education calendar as presented, seconded by Tony Casey. Those voting yes: Cush, Casey, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. No: None. 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 April 4 and April 18, 2022 meetings and for the April 6, 2022 DuPage Divisional Dinner.

Board Questions/Comments:

The Board is appreciative of the professional learning that is received at the DuPage Divisional Dinner.

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

Policy Manual Update Section 7

Superintendent Bridges reminded the Board about the process of the updating of the Policy Manual.

Board Questions/Comments:

Thank you to all staff who have looked at these policies.

When we approve 7.180 and 7.190, they will replace the ones approved now.

Superintendent Bridges stated yes.

Charles Cush made a motion to approve Policy Manual Section 7, seconded by Kristine Gericke. Those voting yes: Cush, McMillen, Kozminski, Casey, Fitzgerald, Wandke, and Gericke. No: None. The motion carried.

Policy 8.30 Visitors to and Conduct on School Property

Superintendent Bridges noted that this policy was held out of Section 8, as there were some revisions by the Board of Education. Administration recommends that you approve Policy 8.30 as presented.

Board Questions/Comments:

The Board appreciates the work of staff to update this policy.

Joe Kozminski made a motion to approve Policy 8.30, seconded by Tony Casey. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Casey, Cush, and Kozminski. No: None. The motion carried.

Policy 4.20 Expenditures

Superintendent Bridges stated that earlier this Spring, Administration advised the Board of Education that we had exceeded the range of compliance for our Fund balance. He walked through the importance of the Fund balance. Allows the district to address emergencies as well as to improve educational opportunities for all students. This is most appropriately used for nonrecurring expenses and or taxpayer relief. Superintendent Bridges outlined two immediate needs, an addition at Steeple Run as well as additions at NNHS.

Looking for action from the Board authorizing Administration to move forward with the addition at Steeple Run and NNHS.

Board Questions/Comments:

Thank you for reviewing our past work and for outlining needs for students.

Is the number on NNHS the total cost or the District's cost?

Superintendent Bridges noted that he expects the whole project to be over \$8M.

Is the room recommendation of 28 rooms enough?

Superintendent Bridges stated that we believe that 28 regular sized classrooms will be enough for the long term.

Would these projects be bid as a combo or separately?

Superintendent Bridges stated these would be bid separately as they are both sizeable projects.

What is the timeline for bidding?

Mr. Dolan responded that construction bids would happen at Steeple Run first. Looking at late summer or early fall. NNHS will probably be in the winter of 2023.

Is it expected that construction will happen primarily in the summer or will there be any instructional disruptions?

Mr. Dolan noted that the Architect would be aware of the timelines and would work to make the area safe and cause as little disruption as possible.

Would we need to take out any additional liability insurance?

Mr. Frances responded that we always take out additional builders insurance when we have any construction.

Old Business

None

New Business

None

Upcoming Events

Superintendent Bridges noted May 11 Incubator Pitch Night. High School graduation is May 22 and the next Board of Education meeting May 16.

Return to closed session

Tony Casey made a motion seconded by Kristine Gericke return to Closed Session at 8:12 p.m. for the purpose of:

- Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District 5 ILCS 120/2(c) (1).

A roll call vote was taken. Those voting yes: Casey, McMillen, Kozminski, Wandke, Cush, Gericke, and Fitzgerald. No: None. The motion carried.

Adjournment

Donna Wandke moved seconded by Amanda McMillen to end the Closed Session at 8:58 p.m. A voice vote was taken and the motion carried unanimously.

Kristine Gericke moved seconded by Charles Cush to adjourn the meeting at 8:58 p.m. A voice vote was taken and the motion carried unanimously.

Approved: May 16, 2022

Kristin Fitzgerald, President, Board of Education

Susan Patton, Secretary, Board of Education