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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 NAPERVILLE CENTRAL HIGH SCHOOL 440 AURORA Ave, NAPERVILLE, IL 60540  
September 8, 2020, AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

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### **Call to order**

Vice President Donna Wandke called the meeting to order at 6:00 p.m. Board members present: Kristine Gericke, Donna Wandke, Paul Leong, Joe Kozminski, Janet Yang Rohr, Charles Cush and Kristin Fitzgerald (joined at 6:05 pm).

Administrators present were:

Dan Bridges, Superintendent

Bob Ross, Chief Human Resources Officer (exited at 6:38 pm)

Michael Frances, Chief Financial Officer/CSBO (exited at 6:38 pm)

### **Closed Session**

Janet Yang Rohr moved, seconded by Joe Kozminski to go into Closed Session at 6:00 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)(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.
3. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the public body and its employees or their representatives.

### **Meeting Opening**

Charles Cush made a motion, seconded by Kristine Gericke to return to Open Session at 7:03pm. A roll call vote was taken. Those voting yes: Leong, Yang Rohr, Gericke, Wandke, Cush and Kozminski. No: None. Absent: Fitzgerald. The motion carried

### **Welcome and Mission**

Donna Wandke welcomed all and read Naperville Community Unit School District 203's Mission Statement.

Janet Yang Rohr made a motion, seconded by Joe Kozminski to allow Kristin Fitzgerald to attend the meeting via phone. Those voting yes: Cush, Leong, Yang Rohr, Wandke, Kozminski and Gericke. Those voting no: None. Absent: Kristin Fitzgerald.

### **Roll Call**

**Board members present:** Donna Wandke, Paul Leong, Joe Kozminski, Kristine Gericke Janet Yang Rohr, Charles Cush and Kristin Fitzgerald via phone.

**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

Superintendent Bridges recognized Board members who have received awards from the Illinois Association of School Boards. Charles Cush, Kristine Gericke and Paul Leong each received a Level II award and Kristin Fitzgerald and Donna Wandke both maintained the Master Board Member award. Congratulations to all.

## Public Comment:

Ameilia Polheber- New to the district. Moved due to the hybrid model. Disappointing to arrive and find that the plan changed. How can we get back to in person learning as soon as possible? Children are anxious about all the technology they need to use. It is important for the young ones to get back to in person learning.

## Action by Consent:

	Effective Date	Location	Position
<b>APPOINTMENT-ADMINISTRATION</b>			
Brian White	9-Sep-20	JJHS	Interim Assistant Principal
<b>RETIREMENT-CERTIFIED</b>			
Karen Campbell	25-Aug-20	JJHS/Beebe/ Steeple Run	Orchestra
Deborah Sternecky	25-Aug-20	NNHS	EL
<b>RESIGNATION-CERTIFIED</b>			
Heike Butera	17-Nov-20	NCHS/NNHS	Foreign Language- German
Flint Collier	28-Aug-20	NCHS	Science
Sarah Keller	18-Aug-20	River Woods	4th Grade Dual Language
Anna Kuzdraj	17-Aug-20	Scott	School Psychologist
Brennen Nagorzanski	27-Aug-20	WJHS	Mathematics/Social Science
<b>RESIGNATION- CERTIFIED INTERN</b>			
Roxane Young-Sherley	26-Aug-20	Student Services	School Psychologist Intern
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Mallory Combs	26-Aug-20	WJHS	5th Grade
Alyssa Estvander	26-Aug-20	Mill St.	4th Grade
Brittany Hoch	26-Aug-20	Meadow Glens	4th Grade
Alyse Lucas	26-Aug-20	NNHS	504 Coordinator
Kathryn Meyers	26-Aug-20	Meadow Glens	Learning Behavior Specialist

Erin Viar	26-Aug-20	Steeple Run	Kindergarten
Taylor Willey	26-Aug-20	Highlands	2nd Grade
Patrick Gallagher	10-Sep-20	JJHS/Beebe/Steeple Run	Music-Instrumental
Kerry Nguyen	9-Sep-20	NNHS	Science
Rebekah Proctor	22-Sep-20	ARECC	Early Childhood
Melissa Seithel	1-Oct-20	Scott	School Psychologist
<b>APPOINTMENT-CERTIFIED PART-TIME</b>			
Julia Belyavskaya	31-Aug-20	NCHS/NNHS	Foreign Language-German (40%)
Kimberly Wittstock	26-Aug-20	NNHS	Art (30%)
Gina Howley	10-Sep-20	NNHS	Learning Behavior Spec (50%)
<b>REVISED CONTRACT-CERTIFIED FULL-TIME</b>			
Caila Klimczak	26-Aug-20	NCHS/NNHS	Physical Education
<b>REVISED CONTRACT-CERTIFIED PART-TIME</b>			
Amanda Christenson	26-Aug-20	Beebe/Elmwood/Steeple Run	Music (53%)
Eric Krzak	26-Aug-20	MJHS/WJHS	General Technical Arts (80%)
Rodney Ross	26-Aug-20	NCHS	Social Science (90%)
Hannah Westlove	26-Aug-20	Beebe/ Ellsworth/ Elmwood/ Steeple Run	Physical Education (68%)
<b>RE-EMPLOYMENT-CERTIFIED PART-TIME</b>			
Kelly Henrikson	26-Aug-20	Beebe/Elmwood/Steeple Run	Art (53%)
<b>LEAVE OF ABSENCE-CERTIFIED</b>			
Melodee Barnes	2020-21 School Year	ARECC	Early Childhood
Brenna Verdier	2020-21 School Yea	NNHS	Foreign Language-French
Tristan Vrchota	2020-21 School Yea	Meadow Glens	Learning Behavior Specialist
<b>REVISED LEAVE OF ABSENCE-CERTIFIED</b>			
Annie Rauen	40% LOA to 100% 11/18/20 - 6/10/21	NNHS	Learning Behavior Specialist
Julia Lindsay	Return date start of 2nd semester - changed from 1/6/21 to 1/25/21	WJHS	Math

<b>EXTEND LEAVE OF ABSENCE-CERTIFIED</b>			
<b>RETIREMENT-NON-UNION CLASSIFIED</b>			
Lynn O'Connor	1-Sep-20	IT203 North	Senior Support Analyst
<b>RETIREMENT-CLASSIFIED</b>			
Roberta D. Coyner	19-Oct-20	NNHS	Attendance Specialist
Enza Maurizi	31-Aug-20	Madison	Special Education Assistant
<b>RESIGNATION-CLASSIFIED</b>			
Kristen Amberg	18-Aug-20	Prairie	Special Education Assistant
Cristina Adamson	2-Oct-20	NNHS	Attendance Specialist
Lindsay Bergland	24-Aug-20	Maplebrook	Special Education Assistant
Philip Gorski	31-Aug-20	Transportation	Bus Driver
Jensine Hannay-Waller	28-Aug-20	NNHS	Auditorium Manager
Madeline Kolenda	31-Aug-20	Connections	Special Education Assistant
Traci Dawn Matheu	21-Aug-20	Ann Reid	Special Education Assistant
Serena Philipian	20-Aug-20	Ann Reid	Special Education Assistant
Jessica Salvacion	22-May-20	NNHS	Special Education Assistant
Gale Schuster	15-Aug-20	Scott	Special Education Assistant
Kayla S. Smith	31-Aug-20	NNHS	Special Education Assistant
Rosanne Ucci	1-Sep-20	Lincoln	Special Education Assistant
Jordan Vanderpool	14-Aug-20	Kennedy	Special Education Assistant
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Alexandra Albright	8-Sep-20	Madison	Computer Support Specialist
Christina Barbacci	31-Aug-20	Ann Reid	Special Education Assistant
Melissa Bebel	8-Sep-20	NNHS	Special Education Assistant
Connor Boray	8-Sep-20	NNHS	Special Education Assistant
Jennifer Brecker	31-Aug-20	Prairie	Special Education Assistant
Jazmine Brown	31-Aug-20	Scott	Special Education Assistant
Julie First	31-Aug-20	Ann Reid	Special Education Assistant

Lisa Geever	31-Aug-20	Kingsley	Special Education Assistant
Emma Gonzalez	8-Sep-20	Maplebrook	Special Education Assistant
Liliana Guzman	31-Aug-20	Jefferson	Senior Secretary
Priyadarsini Inkollu	31-Aug-20	NNHS	Special Education Assistant
Carissa LaVette	31-Aug-20	Prairie	Special Education Assistant
Liliana Espinosa Lopez	31-Aug-20	Ann Reid	Special Education Assistant
Jeanne Mason	31-Aug-20	Ranchview	Special Education Assistant
Patricia Pacheco	8-Sep-20	Beebe	Dual Language Assistant
Carmen Pariona	31-Aug-20	Steeple Run	Special Education Assistant
Elizabeth Rodgers	31-Aug-20	Riverwoods	Special Education Assistant
Deanna Smith	31-Aug-20	Maplebrook	Special Education Assistant
Jilian Strauss	31-Aug-20	Ann Reid	LRC High School Library Assistant
Laura Stahlecker	31-Aug-20	Steeple Run	Special Education Assistant
Isidi Troque	31-Aug-20	Ellsworth	Special Education Assistant
Rita Woker	31-Aug-20	Highlands	Special Education Assistant
Rang Jang	9-Sep-20	Madison	Special Education Assistant
<b>EMPLOYMENT-CLASSIFIED PART-TIME</b>			
Nancy Dufner	31-Aug-20	Naper	I Instructional Assistant
<b>LEAVE OF ABSENCE-CLASSIFIED</b>			
Pat Wunderlich	8/31/20 - 6/10/21	Kingsley	Special Ed Assistant
Joan Demers Bittner	2020-21 school year	Mill Street	Special Ed Assistant

Janet Yang Rohr made a motion to approve the Consent Agenda as presented, seconded by Kristine Gericke. Those voting yes: Leong, Kozminski, Wandke, Cush, Gericke, Yang Rohr and Fitzgerald. No: None.

### Superintendent/Staff/School Report

#### Return to Learn Update

Superintendent Bridges gave an update on the Return to Learn plan. He noted there are many celebrations including:

- The building of a sense of community with and among students.
- Our IEP teams have begun meeting with families and getting some students in specialized classrooms back into buildings some starting last Wednesday.

- NCHS hosted a successful SAT test on Saturday August 29 using all the health and safety guidelines involving about 400 students.
- Partnership expansion with COD including a number of new courses.

Mr. Bridges noted that there have also been some challenges to families and staff, including:

- The length of the day for our younger students.
- Navigating some tech issues.
- Coming to grips with our new reality.

Mr. Bridges reminded the Board of the goals for the Return to Learn plan:

- Implementing a flexible plan that allows us to ultimately return to full person instruction
- Ensure safe and secure learning/work spaces for all students and staff

Mr. Bridges noted the guiding principles as:

- Aligning to the District Mission
- EC-12 planning and decision making lens
- Academic and social emotional needs of students
- Equity and access for all students
- At least 5 hours of instruction/engagement

The leadership team has planned a staged approach, currently in stage 1 looking at six-week intervals for moving from stage to stage.

There have been several Professional Learning opportunities for Staff around best practices in eLearning, health and safety protocols and collaboration.

Family Support:

- Website Canvas Info for Parents
- Student Tech Help Page

USDA Extension of food service thru December 31, 2020 we will continue to provide universal free meals to all in our community 18 years of age and younger.

Childcare is being offered at eight elementary-158 enrolled in elementary buildings now that school has started; we are seeing an uptick in enrollment. Both the Alive Center and Naperville Park District are partnering with us to provide support for Middle School Students.

Health and Safety practices are very detailed for each level and for each activity at schools. The walk thru protocol will ensure that all buildings are following all procedure to maintain the health and safety of staff and students.

Leadership is working in earnest to move to stage 2. We are on track to move to stage 2 in 6 weeks.

Looking at metrics that the DuPage County Health Dept has publicized.

Overall, first week has gone well and thank you to all the work that administrators, staff, families and most importantly our students for their perseverance and resilience.

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

**In regards to childcare, are there any learnings you can speak to around having students in the building?**

Mr. Freundt remarked that as we look at Health and Safety, having some students in the buildings has let us implement the protocols we have put in place and make any needed adjustments.

**Thank you for the new plan. We have heard a lot of good feedback.**

**Can you give us clarifications as to what the guidelines mean and what are the consequences if we went above the guidelines?**

Superintendent Bridges remarked that the school day is set up so students can follow their schedules at the Junior High and High School levels. At the elementary level, we would not feel comfortable lengthening the day. Legally, a longer day could increase our liability for loss of tort immunity.

**It is good to see students coming in for specialized instruction; do you see that number growing as we move through stage 1?**

Superintendent Bridges noted that the intent is to bring more and more in until we are fully in person.

Dr. Igoe added that the IEP-teams assessed students in specialized classrooms and created schedules to make this successful for those students. Bringing students in one on one or small groups in order to

get what they need. What are accommodations or technology do we need to make the student be successful.

**Do you have an initial feel about attendance rates or issues with access to internet?**

Mr. Freundt noted he does not have attendance numbers in front of him but that most students are accessing their classes. We have had some tech issues but those are being worked thru.

Mrs. Posey added that at secondary the attendance has been high, as has engagement.

**Are we still okay on numbers who may need childcare?**

Mr. Freundt stated, yes, we have actually had fewer children enroll. Some families are waiting to make a decision after the first couple of weeks.

**We are making sure no one is feeling stress about enrolling or that they will be missing a deadline.**

**How will families be notified when we move into stage 2?**

Superintendent Bridges remarked that as early as we can. There are students who will be brought in groups, labs, performance based.

**For Elementary School-what are looking for regarding in person learning?**

Mrs. Willard noted that in Stage 1- the focus is on students with specialized needs. We are now looking at how we will get elementary students back into the buildings in a phased in approach. We are taking into consideration all needs, as some may not want to go in person. We hope to bring a plan well before the six weeks.

**Children and families are all saying how great the educators are. What are educators saying about how this is going for them? Do they have the support, training and resources they need?**

Superintendent Bridges noted that overall we are hearing positive comments. We continue to support thru professional development and embedded job training. We are continuing to work thru rapid innovation.

**How are athletics going, how are the screenings going?**

Dr. Igoe remarked that we are working closely with AD's at NCHS and NNHS. They are closely monitoring the reporting of symptoms. We are working now to merge that reporting with the reporting of students who are not athletes but may test positive so that this information is in one place.

**Can you talk about the number of incidents of COVID 19 that we are seeing in students and staff and what kind of transparency we plan to provide?**

Dr. Igoe remarked that parents are not required to report unless they are unable to participate in eLearning, as we are online so we don't really know how many students may have tested positive. We have 15 known cases across the district. We are following the IDPH guidelines as to contacting anyone who has come in close contact with anyone who tests positive. Students who are positive have not been in close contact with exception of one or two. Students seem to be following our processes. We contact all who are in close contact as well as those who had limited contact.

**Can you talk about compliance with contact tracing and self-certification?**

Dr. Igoe state that we have had good compliance. We do know that not everyone is reporting to us, right now; we are hearing mainly from athletes.

**Will there be a Dashboard for indicating global metrics?**

Dr. Igoe noted that we have had a couple of questions about and will discuss. A dashboard is not going to offer reliable information as not everyone is reporting at this point in time.

**Where do families go if they need individualized help?**

Superintendent Bridges stated that it depends on the need. First place is to start with the teacher then the building principal.

**Will we do another survey?**

Mr. Bridges noted a survey would be something we will look at doing as we move from stage to stage.

**We have heard that it is getting better every day. What about students with IEP's not in specialized classrooms, when will they be brought back in?**

Dr. Igoe noted that case managers are looking at all IEP students. They are looking at what do we know now and how did they do last spring. Some have been very successful, some better than in the classroom. Teachers are making decisions on an individual basis.

**What was seen in the spring may have been because parents were heavily involved.**

Dr. Igoe stated that the case managers are working to leverage technology and wanting to find out how much support parents gave.

### **President's Report**

**President Fitzgerald encouraged other Board members to attend the Ottosen Britz school law webinars being held on September 9<sup>th</sup> and 10<sup>th</sup>.**

**She also added that the DuPage Divisional Dinner will be held on November 4 and if interested, please let Mrs. Patton know.**

### **Board of Education reports:**

None

### **Discussion with Action**

None

### **Old Business**

None

### **New Business**

None

### **Upcoming Events**

**Superintendent Bridges noted the next Board of Education meeting would be held on Monday September 21 at 7:00pm.**

### **Adjournment**

Charles Cush moved seconded by Joe Kozminski to return to Closed Session at 7:47p.m. for the purpose of:

1. Pursuant to 5 ILCS120/2(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)(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.

A roll call vote was taken. Those voting yes: Leong, Fitzgerald, Wandke, Yang Rohr, Gericke, Cush and Kozminski. Those voting no: None. The motion carried.

Donna Wandke moved seconded by Kristine Gericke to end the Closed Session at 8:56 pm. A voice vote was taken and the motion carried unanimously.

Kristine Gericke moved seconded by Donna Wandke to adjourn the meeting at 8:57 pm. A voice vote was taken and the motion carried unanimously.

Approved: September 21, 2020

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Kristin Fitzgerald, President, Board of Education

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Susan Patton, Secretary, Board of Education