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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  
June 7, 2021, AT 7:00 P.M., CLOSED SESSION 5:45 p.m.

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### **Call to order**

President Kristin Fitzgerald called the meeting to order at 5:45 p.m. Board members present: Tony Casey, Charles Cush, Kristin Fitzgerald, Kristine Gericke, Joe Kozminski, Donna Wandke, and Amanda McMillen (joined at 5:48 pm)

Administrators present were:

Dan Bridges, Superintendent,

Bob Ross, Chief Human Resources Officer

Michael Frances, Chief Financial Officer/CSBO

Stephanie Posey, Assistant Superintendent for Secondary Education

### **Closed Session**

Charles Cush moved, seconded by Donna Wandke to go into Closed Session at 5:46 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)(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 7:09 pm. A roll call vote was taken. Those voting yes: Cush, Casey, Fitzgerald, Wandke, Kozminski, McMillen and Gericke. 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, Tony Casey, Joe Kozminski, Amanda McMillen, Charles Cush, and Donna Wandke.

**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

Second hearing as the Board of Education wanted additional information.

## **Public Hearing: Driver's Education Waiver**

### **Administrator Comments:**

Superintendent Bridges gave background on the request for this Driver's Education Waiver. This waiver allows the district to charge an amount different from the state mandated \$250.00.

Michael Frances reviewed the expenses over the last several years. Even with the \$400 fee, this class runs at a deficit of about \$127,000. Jayne Willard reviewed the High Schools in the area to show what they charge as well as the percentage of students who take the course. She also compared our fee with the fees charged by local private driving schools.

Superintendent Bridges recommended to the Board that they approve this fee waiver. The fee of \$400 has already been approved for the 2021-2022 school year. He noted that students who are eligible for Free and Reduced Lunch have this fee waived.

**Public Comments: None.**

### **Board of Education Comments:**

**Would like to have the waiver come before the fees.**

**Appreciates the additional information. The information on fees in the area is helpful. Would also like to have the waiver presented prior to the approval of fees.**

**Thank you for the additional information. Please take note of the timing. Due to COVID, would like to see us communicate with parents that if they are facing a hardship, they can ask for a fee waiver.**

**Close Public Hearing Driver's Education Waiver President Fitzgerald closed the Public Hearing at 7:22pm.**

## **Good News**

Mrs. Mondini recognized:

- NNHS Girls Water Polo State Champions
- NCHS student of the month of May for Technology Center of DuPage
- Central Times-Top 100 Pacemaker Award winner
- NNHS Semi Finalists National Science
- Juniors and Seniors from NCHS and NNHS who served as election judges
- Elyssa's Mission Scholarship recipient
- NCHS Physics Olympiad Alternate

### **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.

**Yaseem Aleem**-Expressed support for district’s efforts for diversity, inclusion and equity. Please continue to teach Culturally Responsive teaching as this allows teachers to support all students in the classroom. Students need to be taught about all history. We chose D203 schools so that our children would get a solid education.

**David Wade**- expressed his displeasure with the current curriculum. He asked the Board and Superintendent to shutdown any curriculum or workshop that asserts that any race is inherently superior or inferior to another. He asked that the Board take his comments in the spirit in which they are intended.

**Jen Hajer**- 25 year Naperville resident. Her son at 5 years old said that black and brown kids had drugs. Until that night, I did not know about racial bias. I and my family have continued to learn about racial bias. I thank the school district for the work in this area.

**Debbie John**- speaking about a friend who feels that her child will be targeted. She told about a Chinese student who was chased at the playground. He has had racial insults hurled at him. There is racism here, just ask any minority students. Please teach diversity and inclusion more in our classrooms.

**Amy Vogelsang**-Teacher at NNHS the diversity and inclusion must continue. The Equity plan must continue. There are numbers of examples of racism in Naperville. We must listen to our youth. Students are ready and capable to engage in these courageous conversations. Support for the equity plan and the continuation of the diversity and inclusion work of the district.

**Sophie Livie**-fourth grader at Kingsley. Can you talk to people who make decisions about wearing masks. My sister has a disability and it is hard to understand her and she talks less. My mask makes me feel like I cannot get a deep breath. Don’t have to wear masks while playing soccer and swimming. Why can I go to camp without a mask but I have to wear one at school?

**Doug Mac Gregor**- 2019 Diversity and Inclusion. Hiring Dr. Leaks was to close gaps. Critical Race Theory is pure Marxism. Teaches that everything boils down to race and that whites have only benefitted from a system of white supremacy and systematic racism. Dan Bridges, you should step down as you received your job on the backs of marginalized people.

**Jen Ryan**-says she received an email saying she was on the list. Spoke about her son being one of eight children sexually harassed and abused by a classmate on school property at Mill Street school.

Thank you to all for the email comments. We appreciate your advocacy. We thank you to each and every one for emailing the board.

**Action by Consent:**

1. Adoption of Personnel Report:

	Effective Date	Location	Position
<b>REASSIGNMENT-ADMINISTRATION</b>			
Roger Strausberger	7/1/2021	NCHS	Interim Athletic Director
<b>APPOINTMENT-ADMINISTRATION</b>			
Taylor Bird	9-Aug-21	River Woods	Assistant Principal
Melissa Jankowski	1-Jul-21	PSAC	Director of Student Services
Michelle Nelson	1-Jul-21	PSAC	Director of HR & Career 203
Andrea Szczepanski	1-Jul-21	LJHS	Principal
<b>RESIGNATION-CERTIFIED</b>			
Kevin Dobbeck	8/8/2021	NNHS	Music-Instrumental

Lisa Barney	End of SY 20-21	Mill Street	Learning Behavior Specialist
Jacqueline Estrada	7/31/2021	NNHS	Bilingual School Psychologist
Marta Swanson-Maschman	6/30/2021	NCHS	School Psychologist
Elizabeth Ivansek	8/15/2021	Elmwood	School Social Worker
Melodee Barnes	6/14/2021	Ann Reid	Early Childhood Teacher
<b>REASSIGNMENT-CERTIFIED</b>			
Andrew Lutzenkirchen	SY 21-22	TBD	TBD
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Sadie Dwyer	SY 21-22	LJHS	ELA Teacher
Alyssa Miller	SY 21-22	NNHS	Learning Behavior Specialist
Michelle Platt	SY 21-22	Kennedy	School Psychologist
Roseana Mara Miranda Dominguez	SY 21-22	Ranch View	Elementary EL Teacher
Cassandra Nagel	SY 21-22	Mill	1st Grade
Keli Sokacz	SY 21-22	Beebe/Connections	Certified School Nurse
Genevieve Berlinguette	SY 21-22	KJHS	Learning Behavior Specialist
Scott Farnan	SY 21-22	JJHS	Learning Behavior Specialist
Jennifer Arnett	SY 21-22	NNHS	Technology & Engineering Ed
Rebecca Nelson	SY 21-22	JJHS	Learning Common Director
Norma Cornforth	SY 21-22	Ann Reid	Bilingual EC Teacher
Lisa Tyler	SY 21-22	NNHS	School Psychologist
Jessica Connors	SY 21-22	PSAC	School Social Worker
Dalila Lopez	SY 21-22	PSAC	Bilingual Speech Lang Path
Jacqueline Selfridge	SY 21-22	PSAC	Student Services Coordinator
Stephanie Tardi	SY 21-22	WJHS	7th Grade Math Teacher
<b>APPOINTMENT-CERTIFIED PART-TIME</b>			
Amanda Bosserman	SY 21-22	MJHS/KJHS	Art Teacher
<b>REVISED CONTRACT-CERTIFIED PART-TIME</b>			
Maria Schaefer	SY21-22	PSAC	Hearing Itinerant
<b>RE-EMPLOYMENT-CERTIFIED FULL-TIME</b>			
Shraya A Bhatia	SY 21-22	Maplebrook	1st Grade
Dierdre Phalon	SY 21-22	Maplebrook	3rd Grade
Jacob Wantland	SY 21-22	Naper	4th Grade
Elijah Medlock	SY 21-22	NNHS	Science
Kimberly Cain	SY 21-22	Naper/Washington	Certified School Nurse
Erin Schwartz	SY 21-22	Prairie	2nd Grade
<b>RE-EMPLOYMENT-CERTIFIED PART-TIME</b>			
Kimberly Wittstock	SY 21-22	NNHS	Art Teacher
Patrice Salerno	SY 21-22	LJHS/JJHS	PE Teacher
Rachel Hill	SY 21-22	NNHS	Art Teacher
Gina Howley	SY 21-22	NNHS	Learning Behavior Specialist
<b>LEAVE OF ABSENCE-CERTIFIED</b>			

Jennifer Witt	SY 21-22 (40% LOA)	NNHS	School Counselor
Gretchen Dexter	9/1/21 - End SY21-22	Beebe	Kindergarten
<b>REVISED LEAVE OF ABSENCE-CERTIFIED</b>			
Victoria Donnelly	4/7/21 - 6/8/21	LJHS	Science
<b>RETIREMENT-CLASSIFIED</b>			
Karen M. Naso	7/31/2021	KJHS	Special Education Assistant
Nirupma Aery	7/31/2021	KJHS	Special Education Assistant
Aires Lawlor	8/16/2021	KJHS	Special Education Assistant
Evelyn M. Durkin	8/17/2021	Beebe	Special Education Assistant
William R. Flater	1/7/2022	Transportation	Bus Driver
<b>RESIGNATION-NON-UNION CLASSIFIED</b>			
Justin Carloss	5/28/2021	PSAC	Senior Support Analyst
Angelica Delgado	6/3/2021	PSAC	Human Resources Coordinator
Sinikka Mondini	8/1/2021	PSAC	Executive Director Communications
Sharon Shallwani	6/4/2021	PSAC	Human Resources Generalist
Robert N. Tropple	6/30/2021	S NNHS	Manager-Facilities
<b>RESIGNATION-CLASSIFIED</b>			
Ali Shehaj	6/10/2021	NCHS	Custodian
Elizabeth A. Steffeter	5/10/2021	Elmwood	Instructional Assistant
Carissa LaVette	5/28/2021	Prairie	Special Education Assistant
Traci D. Montana	6/4/2021	NCHS	Financial Secretary
Maria Pilar Clark	6/9/2021	Maplebrook	Special Education Assistant
Ruby E. Lowe	6/5/2021	NCHS	Auditorium Manager - Assistant
Yonnie V. Benbassat	6/10/2021	Steeple Run	Special Education Assistant
Barbara H. Powers	6/10/2021	Ellsworth	Instructional Assistant
David Pierpont	6/10/2021	Maplebrook	Special Education Assistant
Patricia M. Wunderlich	6/10/2021	Kingsley	Special Education Assistant
Anthony J. Czepiel	8/1/2021	Ann Reid	Special Education Assistant
<b>RETIREMENT-NON-UNION CLASSIFIED</b>			
Jacqueline Pszczola	6/25/2021	PSAC	Payroll Coordinator
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Robert T. Markham	6/7/2021	Elmwood	Custodian
Meredith C. Siambekos	SY 21-22	Connections	Special Education Assistant
<b>LEAVE OF ABSENCE-CLASSIFIED</b>			
Georgina M. Petrik	SY 21-22	River Woods	Special Education Assistant

2. Navigate 360 Service Agreement
3. Food Service Management Contract Renewal
4. IASB Dues 2021-2022
5. LUDA Annual Dues 2021-2022

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

Superintendent Bridges congratulated Andrea Szczepanski on being named as Principal at Lincoln Junior High School. He also thanked Sinikka Mondini for her work and that she will be missed when she relocates out of state with her family.

### **Superintendent/Staff/School Report**

#### **Return to Learn Update**

Superintendent Bridges gave an update on the Return to Learn plan. He noted there are many questions regarding the rationale for current mask guidance. The ISBE and IDPH still continue to require masks to be worn in schools.

Gave some general statements about next year. Referenced new guidance received late this afternoon. Second shot clinic on Saturday, June 12, 2021.

Anxiously hoping for state guidance.

No requirement for vaccines for staff or students.

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

##### **Will Phase 5 include any new guidance for schools?**

Superintendent Bridges noted the updated guidance received today. His team will be looking at it to see what any changes can be made.

**Thank you for the efforts and for your continued communication and advocacy with our regulators.**

#### **President's Report**

**President Fitzgerald noted that June 30 is the date for the Board of Education's Self Evaluation. This is an annual event. We will either expand the time or add an additional day.**

**Time to register for the Triple I conference in November. Please let Susan know if you are interested in attending.**

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

Vice President Gericke asked Board Members to let her know if there are special considerations for committee assignments as well as where your students are in school so members are not assigned those schools.

#### **Discussion without Action**

##### **2021-2022 Tentative Budget Workshop**

Superintendent Bridges reminded the community of the timeline. Questions asked by the Board of Education have been posted in BoardDocs.

Public Hearing will be held on June 21.

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

**Thank you for the review and for adding the questions to Board Docs.**

**No additional questions.**

#### **Policy Review: Third Reading 2.265, Title IX Sexual Grievance Procedure**

**Superintendent Bridges noted that there have been several conversations regarding this policy. Mrs. Posey stated that this policy pertains to employees, students and families.**

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

**What is the definition of sexual harassment? We seem to have different definitions in different policies. How will we combine so we can have consistency?**

Mrs. Posey stated that she sent the question to our attorney. There is not one definition in the policies but states what it includes.

Superintendent Bridges added that we will make sure there is consistency across all policies.

**Concerned about the standard of sexual harassment that seems to be inconsistent.**

**Discussion with Action**

**Driver's Education Waiver:**

Superintendent Bridges reviewed what the waiver is, allows us to charge a fee different than the state mandated amount. Mr. Bridges also made note of comments made earlier regarding the timing of the next waiver in relation to course fees.

Recommendation is that this is approved.

**Board Questions/Comments**

No additional questions.

Joe Kozminski made a motion to approve the Driver's Education Waiver as presented, seconded by Tony Casey. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, Wandke, McMillen and Casey. No: None. The motion carried.

**Policy Review: Fifth Reading Policy 7.190, Student Behavior**

Superintendent Bridges remarked about the conversations and input on this policy by the Board of Education. This policy reflects those recommendations. Administration recommends approval of this policy.

**Board Questions/Comments:**

**No additional comments.**

**We appreciate you adding back in our language from before and including the portion as defined under federal and state law.**

Amanda McMillen made a motion to approve Policy 7.190, Student Behavior as presented, seconded by Kristine Gericke. Those voting yes: Cush, McMillen, Kozminski, Casey, Fitzgerald, Wandke and Gericke. No: None. The motion carried.

**Policy Review: Fifth Reading Policy 2.260, Uniform Grievance Procedure**

Superintendent Bridges noted there have been conversations among the Board of Education among several meetings over the past few weeks. This review does capture the updates and recommendations of the Board of Education. Administration recommends approval of this policy.

**Board Questions/Comments:**

**None.**

Tony Casey made a motion to approve Policy 2.260, Uniform Grievance Procedure as presented, seconded by Amanda McMillen. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Casey, Cush and Kozminski. No: None. The motion carried.

**Consideration of Board of Education Expenses:**

Superintendent Bridges noted the memo in BoardDocs. These were expenses related to the Virtual National School Board Association conference.

**Appreciate the opportunity to attend and the time that other board members give to attend this conference. This conference is well worth the conference fee.**

**Board Questions/Comments:**

**There are only fees for two of the three attendees, is that correct?**

Mrs. Patton remarked that the registrations were buy one get one free.

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

**Old Business**

None

**New Business**

None

**Upcoming Events**

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

**Superintendent Bridges did a look back at yesterday's graduation. Congratulated graduates. Positioned well for success in the future.**

**June 9 is the last day for students**

**June 10 is an Institute Day for teachers**

**June 21 is the next Board of Education meeting.**

**Board of Education Self-evaluation is scheduled for June 30.**

**President Fitzgerald echoed thoughts regarding graduation. A challenging year and appreciative to all staff.**

**Adjournment**

Charles Cush moved seconded by Joe Kozminski to return to Closed Session at 8:18p.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: Casey, McMillen, Kozminski, Wandke, Cush, Gericke, and Fitzgerald. Those voting no: None. The motion carried.

Cush moved seconded by Kozminski to end the Closed Session at 9:42 p.m. A voice vote was taken and the motion carried unanimously.

Cush moved seconded by Kozminski to adjourn the meeting at 9:42 p.m. A voice vote was taken and the motion carried unanimously.

Approved: June 21, 2021



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Kristin Fitzgerald, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education