
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD NAPERVILLE CENTRAL HIGH SCHOOL 440 Aurora Ave, Naperville, IL 60540
May 18, 2021 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 5:31 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Amanda McMillen, Tony Casey, Donna Wandke, Joe Kozminski, and Charles Cush (joined at 5:36 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

Kristine Gericke moved, seconded by Tony Casey to go into Closed Session at 5:31 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. 04/19/2021, 05/03/2021.
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 Donna Wandke to return to Open Session at 7:11 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, Charles Cush, Tony Casey, Joe Kozminski, Amanda McMillen and Donna Wandke.

Student Ambassadors present: Shay Doshi and William Ma.

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, Bob Ross, Chief Human Resources Officer, Stephanie Posey, Assistant Superintendent for Secondary Education, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

**Pledge of Allegiance:
Led by Board of Education**

Good News

Executive Director of Communications Mondini announced congratulations to NCHS student Kevin Cheng who has qualified for the final round of USA Physics Olympiad. Judson Lam and Emily Zhao from NNHS have been announced as National Merit Scholarship Winners. Kindergartners from Prairie Elementary School held a food drive. In just two weeks the students collected 550 pounds of food that families delivered to the West Suburban Food Pantry.

Public Comment

President Fitzgerald gave the parameters for public comment. She will designate the next speaker so that they have the appropriate time to prepare. Issues raised in public comment will be taken under advisement by the Board of Education but will not be discussed in this meeting. Because the questions raised in public comment address district operational matters, the Superintendent is designated by the Board to coordinate responses and will apprise the Board accordingly. All public comments have been added to Board Docs. President Fitzgerald reminded the community that as outlined in Board Policy 2.30, individuals addressing the Board should conduct themselves with respect and civility toward others. Individuals are free to express their criticism regarding Board policy or decisions by the Board but should refrain from personal attacks.

John Blakey Diversity and Equity plan. We should help any kids who needs help, Kids are not racist. We can learn from them by watching. If parents want to opt out they should be able to. Will you be transparent and livestream so that parents can know what teachers are learning? The underlying agenda is to divide us and oppress. Get rid of gangs, guns and drugs. Stop pushing this division. We have made strides and need to continue to do so.

Shannon Adcock Wake IL Marxism is socialist chaotic idea. CRT is child abuse. Adversely affects all races. The classroom is not the space for anyone to entrusted with children to promote their own activism, politics or sexuality. Go teach and lead somewhere else where diversity is a celebrated given. Legislators should start pushing for school choice and breaking up the unions. Engage with Wake IL Time to look in the mirror. We are empowering people to make that change.

Josh McBroom Congrats to those newly elected Board members. CRT-we know what it is. Not sure that the school leadership knows what it is. It is a mult-billion dollar industry. Whatever we paid Panorama to ask 12 year old kids their sexual identity. The largest people pushing this are the people who will not sacrifice. All empty promises. Teachers and staff who have deep concerns regarding CRT curriculum. None of them feel safe expressing their opinions. The community is watching and organizing and cataloging evidence of bias in the schools and intend to stop the creep of this incredibly divisive curriculum.

Gracia Livie kids should not be wearing masks. Good policy would know Tell children to breathe through their noses not mouths. Have children change their masks frequently. Children should not be sleeping with a mask on the bus. Urge health department officials to loosen mask restrictions

David Wade Thank you for soldiering on through these difficult circumstances in the pandemic. I am here to register my concern with the direction this board has taken with regard to the implementation of Diversity and Inclusion. This board has chosen to use material from highly questionable sources.

Equity, by definition, involves targeted discrimination against or disapproval of groups and by extension individuals. We don't need outside consultants. Teach our children mutual respect. Should be creating critical thinkers.

Doug Macgregor Sad time in the nation's history. Lived thru the civil rights era. Father was one of two white people invited to Martin Luther King Jr's funeral. We have seen blacks raise to every level of success. History without context is racism. CRT is pure racism, pure evil.

Jenna McKinnon Four students at Maplebrook. Request that children be allowed to remove masks outside at recess and have a snack and a mask break during the school day. Gave a quote from her son who says that masks are disrespectful to children, I feel like I can barely breathe sometimes. I even have to pretend to drink from my water bottle so I can take my mask off for a minute. Only those who want to wear masks should wear masks.

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

Monthly Reports

- Treasury Report- The Board received the March Treasurer's Statement
- Investments- The Board received the March Investment Report
- Insurance-The Board received the March Insurance Report
- Budget-The Board Received the March Budget Report

Action by Consent:

1. **Bills and Claims** from Warrant #1032485 thru Warrant #30029644 totaling \$20,086,123.00 for the period of April 20, 2021 to May 18, 2021.
2. **Minutes 04/19/2021, 05/03/2021**
3. **Adoption of Personnel Report**

	Effective Date	Location	Position
REASSIGNMENT-ADMINISTRATION			
Ashley Dougherty	9-Aug-21	Beebe	Assistant Principal
RETIREMENT-CERTIFIED			
Erin Kelly-Owen	End of SY 20-21	WJHS	FACS Teacher
Mary K Gallagher Elsen	End of SY 20-21	Elmwood	4th Grade
RESIGNATION-CERTIFIED			
Lauren Frances	End of SY 20-21	NNHS	Agriculture/Horticulture
Deborah Bidwell	14-Jul-21	Administration	Student Services Coordinator
Alicia Ash	15-Jul-21	NNHS	School Psychologist
Kaitlin Kearney	15-Aug-21	Scott	Speech Language Pathologist

APPOINTMENT-CERTIFIED FULL-TIME			
Oscar Guzman	SY 21-22	NNHS	School Counselor
Jaimie Hutchison	SY 21-22	LJHS	Language Arts
Chloe Suhajda	SY 21-22	NNHS	FACS Teacher
Rachel Romero	SY 21-22	NNHS	Learning Behavior Specialist
Candace LaPrairie	SY 21-22	PSAC	Speech Language Pathologist
Jane Ro	SY 21-22	Beebe/Scott	Elementary EL Teacher
Rachel Hunt	SY21- 22	Connections	Learning Behavior Specialist
Elizabeth Monterosso	SY 21-22	Steeple Run	Learning Behavior Specialist
APPOINTMENT-CERTIFIED PART-TIME			
Amber Camp	SY 21-22	LJHS/KJHS	FACS Teacher
Milena Durek	SY 21-22	WJHS/MJHS	French Teacher
Kaitlin Kearney	SY 21-22	Scott	Speech Language Pathologist
Patrick Kramp	SY 21-22	NNHS/NCHS	Business Education Teacher
Heike Butera	SY 21-22	NNHS/NCHS	German Teacher
REVISED CONTRACT-CERTIFIED FULL-TIME			
Sarah Todnem	SY 21-22	Steeple Run	Reading Specialist
Amy Willer	SY 21-22	WJHS	Learning Behavior Specialist
RE-EMPLOYMENT-CERTIFIED FULL-TIME			
Jennifer A. Maita	SY 21-22	Elmwood	5th Grade General Education
Sarah Pyle	SY 21-22	Elmwood	Occupational Therapist
Kathryn Meyers	SY 21-22	Meadow Glens	Learning Behavior Specialist
RE-EMPLOYMENT-CERTIFIED PART-TIME			
Patricia Handel	SY 21-22	KJHS	Learning Behavior Specialist
RETIREMENT-CLASSIFIED			
Mary J. Armstrong	10/13/2021	Transportation	Bus Driver
Kelly S. Pokorny	7/6/2021	Elmwood	Special Education Assistant
James Wilkinson	8/6/2021	NNHS	Custodian
RESIGNATION-CLASSIFIED			
Joyce L. Hayes	6/10/2021	Meadow Glens	Special Education Assistant
Emma Gonzalez	6/10/2021	Maplebrook	Special Education Assistant
Katherine M. Pierce	6/10/2021	WJHS	Special Education Assistant
William Hudecek	5/24/2021	Highlands	Custodian
Fatjon Siqeca	5/17/2021	NCHS	Custodian
Brittany J. Bravato	5/18/2021	NNHS	Special Education Assistant
EMPLOYMENT-CLASSIFIED FULL-TIME			
Teri T. Andersen	21/22 SY	Naper	LRC Library Assistant
Sara J. Haumesser	5/10/2021	Ann Reid	Special Education Assistant

Maria L. Harvey	5/10/2021	NNHS	LRC Library Assistant
Leyla Harfoush	5/25/2021	NNHS	Special Education Assistant
Karen Kukulski	5/18/2021	NCHS	Department Secretary
LEAVE OF ABSENCE-CLASSIFIED			
Mary Jo Armstrong	4/27/21- 10/13/21	Transportation	Bus Driver

4. **Bid: Towel Service**
5. **Bid: Asphalt**
6. **Bid: Revised Roof for Bus Garage and NCHS Roof**
7. **Purchasing Cooperative and Consortiums Authorization**
8. **Resolution for Participation in the State of Illinois Federal Surplus Property Program**
9. **IASB PRESS Subscription 2020-2021**

Joe Kozminski made a motion to approve Warrant #1032485 thru Warrant #30029644 totaling \$20,086,123.00 for the period of April 20, 2021 to May 18, 2021 and items on the Consent Agenda except the April 19 and May 3 minutes, seconded by Charles Cush. Those voting yes: Kozminski, Casey, McMillen, Wandke, Gericke, Fitzgerald and Cush. No: None. The motion carried.

Joe Kozminski made a motion to approve the minutes from April 19, 2021 and the first half of the minutes from May 3, 2021, seconded by Tony Casey. Those voting yes: Kozminski, Fitzgerald, Cush, Gericke, Casey and Wandke. Abstain: McMillen. No: None. The motion carried.

Joe Kozminski made a motion to approve the minutes from the second half of the minutes from May 3, 2021, seconded by Charles Cush. Those voting yes: Cush, Casey, Fitzgerald, Wandke, Kozminski, McMillen and Gericke. No: None. The motion carried.

Student Ambassador Reports

William Ma-NCHS

- William gave a brief overview of what has been going on at NCHS:
- Prom was held in two sessions with about 200 people in attendance between the two sessions
- May 7 was Senior Field Day and Multicultural Show
- May 8 and 9 were the Senior Scavenger Hunt
- AP testing began today with some in person and some digital
- Orchestra Concert on May 19
- Mr. NCHS will be held on May 21
- Drum Show on May 22
- Senior Party on May 23
- Band concert on May 25
- Choir Performance on May 27
- Students 12 and up have the opportunity to be vaccinated at a clinic at Neuqua Valley
- A Commemorative Ceremony on June 4
- Graduation on June 6

Shay Doshi-NNHS

- End of the year activities:
- Prom was last week
- Airband
- Senior Celebration
- Senior Field Day
- Final Exams
- It is nice to think about these events being impacted by weather more than COVID.

President Fitzgerald thanked William and Shay for serving as Student Ambassadors this year. We wish you the best of luck next year.

Written Communications

Freedom of Information Requests:

CBS Freedom of Information Act-Student Information

Sutton Freedom of Information Act-IT Contract information

Hart Freedom of Information Act-Staff information

Dedi Freedom of Information Act-Business Office Information

Superintendent/Staff/School Report

Superintendent Bridges reported about the Architectural students who are being recognized at the City Council meeting. Thanked the city for the collaboration and the partnership to offer these students a real world experience.

Return to Learn:

Superintendent Bridges noted the memo in Board Docs for the community to refer. In it the following are addressed:

- Executive order aligning with CDC guidance
- Vaccination Update
- Quarantine Update
- Assessment Options and
- Additional Support

Superintendent Bridges made note of the Resolution that ISBE will be discussing tomorrow. We will begin really making plans once we receive the guidance after the meeting tomorrow.

Board Questions/Comments:

Thank you for the update. Assessment accommodations for remote learners. Are there other types of ways like students in a gym?

Dr. Nolten responded, yes, many are doing this testing for remote students in large spaces. Prairie has been using their gym.

How is this being communicated to parents?

Superintendent Bridges noted that we communicate this on an individual basis for those who are remote. There are some limitations as to what can be offered.

Dr. Nolten added that all families received a letter last week regarding the assessment options.

With the fall testing, how long will it take to get students placed?

Dr. Nolten remarked that prioritizing those who will possibly be moving programs or schools. Try to compress the process as much as we can. Staff is very aware of the timeframe.

Went over the quarantine updates. What are we doing with students who are vaccinated? At that point, will we ask for proof of vaccination?

Dr. Igoe noted that any who are asymptomatic are not required to quarantine but those who are symptomatic will have to quarantine.

If a parent feels that their child needs the Jumpstart program but was not chosen should they start with the classroom teacher and principal?

Superintendent Bridges noted that Jumpstart is a very specific support for students. There are other options that may make better sense for students.

Mrs. Willard added that if Jumpstart is not the right support, they should ask about supports at the beginning of the school year.

Glad that there are options and hope these options are communicated to families.

Quarantine for fully vaccinated?

Fr. Igoe noted that fully vaccinated means 14 days following the shot or series of shots.

What kinds of Bootcamps, SAT and AP prep will be offered and will they also run during the school year?

Mrs. Willard noted that yes, will be increased based on Fall data. They will begin in summer school and be expanded if data

Understand there are limitations to what can be done to accommodate students. Can students who did not participate in MAP, can they take Cogat?

Dr. Nolten responded that we have to follow the sequence. We will accommodate students in the fall.

Thank you, Superintendent Bridges for signing the letter advocating a shorter quarantine period.

Superintendent Bridges added that here is conversation about participating in a pilot quarantine that is within shorter distancing. Letter was sent to Deputy Governor Ruiz.

Can you clarify the different guidelines for wearing masks indoors and outdoors?

Dr. Igoe stated that students have to wear them if guaranteed 6 feet of distance cannot be maintained. There could be structured outdoor activities where masks could be removed.

President's Report

June 30 will be our Self Evaluation meeting.

Board of Education Report

Thank you for allowing me to serve as Vice President for the next two years. Thank you DW for helping me with the transition. Will be sending out emails to assign Board members to committees and adopt a school.

June 30 meeting for Self Evaluation. Will be held in the evening and will include a Personnel agenda.

Discussion without Action

2021-2022 Budget Workshop

Superintendent Bridges drew attention to the questions that have been added to BoardDocs and will update with additional questions that have come in. Reminded the community and Board of the timeline.

Will be looking for approval on June 21. Hope to have it approved before end of fiscal year and the state deadline of September 30.

Mr. Frances gave an update on the CFA meeting.

There are numerous questions in Board Docs.

Thank you for posting of the questions as often what I want to ask has been answered previously.

The contingency of \$2.5 million. What is the rationale for keeping it the same dollar amount as opposed to a percentage?

Mr. Frances noted that the decision was made to keep it flat.

As expenditures increase, don't you want to increase the buffer?

Mr. Frances noted that it would be a negligible change. We are just holding it flat for just in case.

I thought we were going to get away from the contingency.

Superintendent Bridges stated that ideally we should not have to rely on the contingency. With all the uncertainty of last year, we needed to be prepared. We will also have some uncertainty again this year. We will eventually have a better sense of the situations and can remove it.

Mr. Frances added that we are trying to tighten things up, there is more of a need for a contingency. The goal is not to use it but the school code gives us authority to spend these funds. This amount is .75 of our total budget.

Do we have it because of uncertainties or is it always going to be there?

Mr. Frances noted that we have due to uncertainties.

Believer in having a contingency. That is why I asked about the percentage vs a flat amount.

Mr. Frances noted this is a placeholder for some unexpected expense.

Superintendent Bridges added that we will look in the future at the environment and culture.

Mr. Frances remarked that in our projections, we take this out. It is not our plan to spend it.

We spent it this year, correct?

Mr. Frances remarked that we spent it in the beginning of the year before we knew we would receive ESSER funds.

Policy Review: Fourth Reading Policy 7:190 Student Behavior

Superintendent Bridges noted that we spent a lot of time with the Board and counsel making sure that the Board is covered. Noted the procedures are included in BoardDocs. Mrs. Posey noted that Counsel is not a fan of having both the state and federal definitions of sexual harassment. She read the language that counsel sent.

Administration recommends approval as presented.

Board Questions/Comments:

Would want to see as much of 42 in 43. Because we know the federal language is going to be changed and likely strengthened.

Superintendent Bridges noted that we can bring back for action next time. What does the Board of Education want to see?

Appreciate the additional language.

Can we see the new language.

Superintendent Bridges stated we will clean up what was sent by counsel and attach to BoardDocs.

Policy Review: Fourth Reading Policy 2.260, Uniform Grievance Procedure

Mrs. Posey noted that the only change was the number of days for the complaint manager

Will bring for action on June 7.

Discussion with Action

Establish Hourly Rates of Pay

Superintendent Bridges reminded the Board that at the May 3, 2021 meeting, Chief Human Resources Officer Bob Ross presented the Board with recommendations on hourly rates of pay. Administration recommends approval by the Board. Mr. Ross noted that the requested roadmap has been added.

There are a few differences in the roadmap and the recommendations for today.

Board Questions/Comments:

Can you give me sense of how we are with some of our neighboring districts?

Mr. Ross discussed the process that begins in March. We tend to focus on areas where we are having trouble hiring, for example substitutes.

Thank you for the roadmap.

Joe Kozminski made a motion to approve to establish the hourly rates of pay as presented. Amanda McMillen seconded. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, Wandke, McMillen and Casey. Those voting no: None. Motion carried.

Old Business

None

New Business

None

Upcoming Events

Superintendent Bridges noted that the upcoming Board of Education meeting schedule is posted. Graduation in June 6. Those Board members who are participating have been communicated with by the High Schools.

Adjournment

Charles Cush moved seconded by Tony Casey to adjourn the meeting at 8:43 p.m. A roll call vote was taken. Those voting yes: Cush, McMillen, Kozminski, Casey, Fitzgerald, Wandke and Gericke. Those voting no: None. The motion carried.

Approved: June 21, 2021

Kristin Fitzgerald, President, Board of Education

Susan Patton, Secretary, Board of Education