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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 District Administration Building, 203 West Hillside Road, Naperville, IL 60540  
April 3, 2023, AT 7:00 pm. Closed Session at 6:00 pm.

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### **Call to order**

President Kristin Fitzgerald called the meeting to order at 6:00 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Joe Kozminski, Amanda McMillen, Donna Wandke, Tony Casey, and Charles Cush. (via phone)

Administrators present were:  
Dan Bridges, Superintendent,  
Bob Ross, Chief Human Resources Officer

### **Closed Session**

Amanda McMillen seconded by Joe Kozminski to go into Closed Session at 5:01 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)(5) The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired.

### **Meeting Opening**

Amanda McMillen made a motion, seconded by Kristine Gericke to return to Open Session at 7:09 pm. A roll call vote was taken. Those voting yes: Casey, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. No: None. Absent: Cush. 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, Amanda McMillen, Joe Kozminski, and Donna Wandke. Absent: Charles Cush.

**Student Ambassadors present:** None.

**Administrators present:** Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Administrative Services, Michael Frances, Chief Financial Officer/CSBO, 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:**

The symphonic orchestras of Naperville Central and Naperville North teamed up over Spring Break and went to Walt Disney World to participate in a national high school music festival called Festival Disney. Our Naperville 203 orchestra won “Best In Class” and the coveted “Golden Mickey” award! Congratulations to our students and staff members from both high schools.

**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.

Students from NCHS spoke to the Board of Education about Food Service. A group of students in the 2021-2022 school year began a study of the food service and food served in our district. We are seeking improvement in the quality of the food. Students have visited Stevenson high school. We would like to bring better food to our schools. Because the district is a part of the National School Lunch program, the district is required to accept the lowest bid. We do not have to be a part of the National School lunch program. The students also shared that they conducted a survey and received 300 responses in one week. Many students are not eating the food that is served. We are hoping to have nutritional and tasty food. This team wanted to share their findings with Administrators in the hopes that student voice could one day factor into these decisions around food service providers and what food is served.

A concerned parent spoke about school security. She is urging the Board to work with other boards to advocate for stricter gun laws and a ban on assault rifles. We need to insure that our kids go to school and are safe. She noted that Illinois has stricter gun laws than states around us.

President Fitzgerald noted that the Board of Education appreciates your advocacy. She ensured each speaker that the Board has heard your concerns. We consider you to be a vital part of process of reflecting the views of the community. As a reminder, the Board of Education has designated the Superintendent to respond to public comments.

**Action by Consent:  
Adoption of the Personnel Report**

	<b>Effective Date</b>	<b>Location</b>	<b>Position</b>
<b>RESIGNATION-CERTIFIED</b>			
Oscar Guzman	8/13/2023	NNHS	School Counselor
Monica Hernandez	8/12/2023	Jefferson JHS	FACS Teacher
Jennifer Nolten	5/26/2023	PSAC	Supervisor - Psychological Svcs
Holly Ruble	8/12/2023	WJHS/KJHS	FACS Teacher

Karen Stokes	5/29/2023	Prairie Elementary	Reading Specialist
<b>LEAVE OF ABSENCE-CERTIFIED</b>			
Michelle Hasse	11/6/23 - 1/19/24	NCHS	Speech Language Pathologist
Lauren Mildice	SY 23/24	Maplebrook	Art
Karl Bratland	4/10/23 - 5/26/23	NNHS	Learning Behavior Specialist
Jessica Monteleone	SY 23/24 (40%)	NCHS	Learning Behavior Specialist
<b>RETIREMENT-CLASSIFIED</b>			
Zimbile Baci	3/8/2023	ARECC	Custodian
Cynthia Blumberg	8/17/2023	Maplebrook	Special Education Assistant
David Flood	1/9/2024	Transportation	Bus Driver
<b>RESIGNATION-CLASSIFIED</b>			
Rebecca Erickson	3/8/2023	Naper	Instructional Assistant
Rachel Morgan	3/31/2023	Mill Street	Special Education Assistant
Edward Fickett	3/31/2023	Transportation	Bus Driver
<b>REASSIGNMENT-CLASSIFIED</b>			
Robert Markham	4/3/2023	NCHS	Campus Supervisor
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Kathy Bennett	3/16/2023	Transportation	Bus Driver
Amarilis Grobe	4/3/2023	Ann Reid	Bilingual Special Ed Assistant
Mary Pollard	4/3/2023	Ann Reid	Special Education Assistant
<b>LEAVE OF ABSENCE-CLASSIFIED</b>			
Robert G. Murphy	2/7/23-2/7/24	Transportation	Bus Driver
<b>EXTEND LEAVE OF ABSENCE-CLASSIFIED</b>			
Tamara Geary	1/7/23-9/13/23	NCHS	Special Education Assistant

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

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

**Superintendent Bridges welcomed staff and students back from Spring Break. Reminded all that tomorrow is an Election Day and will be an eLearning Day and Friday is a nonattendance day.**

### **President's Report**

No report.

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

None.

### **Discussion without Action**

#### **New Course Proposals**

Superintendent Bridges annually District Administration meets with other District leaders and staff to identify new courses that are aligned to our College and Career Readiness and Post-Secondary pathways, tonight we have a couple of recommendations for you.

Jayne Willard also thanked Carrie Ray and Steve Jeretina for joining us tonight, as they were very much a part of this process. Administration is recommending that the Board approve two new courses. One course being Advanced Placement Pre-Calculus AB and Advanced Placement Pre-Calculus BC. Both are recommended by the College Board and will be developed on the course of the 2023-2024 school year for implementation in the 2024-2025 school year. These two courses will provide college credit. This will mean the recommended removal of Pre-Calculus and Honors Pre-Calculus due to the significant overlap these courses have with the new AP courses. Course overviews and details in BoardDocs.

### **Board Questions/Comments**

#### **Removing honors and non honors pre-calculus. How do these AP courses align?**

Mrs. Willard noted that during a crosswalk it was found that there was a great deal of overlap, so the student profile for these courses should not change. The bonus being that we get the AP credit and then the next step should be a very streamlined alignment for calculus whether you are taking AB or BC. They already follow a similar trajectory.

**Thank you for turning this around so quickly.**

**We will look for action at the April 17 Board of Education meeting.**

### **Instructional Resources:**

Superintendent Bridges noted that these are also reviewed annually.

Mrs. Willard added that teachers review to determine the best alignment. Evaluation tools were created with Great Lakes equity. The comprehensive list is in BoardDocs. The majority of the budget will be used to update the digital resources.

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

**So we are already incorporating our equity lens when looking at resources. Maybe we can more explicitly mention that this is part of the process.**

### **Establish Hourly Rates of Pay**

Superintendent Bridges stated that annually the rates of pay are reviewed.

Bob Ross added that the bulk of the recommended changes are a result of our plan to meet the IL minimum wage increases. We have been working towards of this since 2019. One that is not is the rate for Substitute teachers. This is in an attempt to improve our substitute fill rate.

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

**Would you expect that we will continue doing some of the other things that we have implemented with the increase of pay?**

Mr. Ross noted that we think some of them will stay. We will come back with a report on the surge pay.

**If someone has been here for a longer time, do these rates apply?**

Mr. Ross stated that for some it does, he referred to the chart.

**We will look for action at next Board of Education meeting.**

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

Superintendent Bridges noted that annually with Board of Education Representation, staff, students and parents review policies 7.180, 7.190 and 7.240. Provided in BoardDocs are any of the proposed changes.

Allison Boutet gave an update on the meetings. She thanked Mike Stock, Dean at NCHS and Jim Konrad, Dean at NNHS who facilitated the meeting. The conversations with students, staff and parents were authentic and robust. Students identified how supported they felt. They reported the need of communication about the supports that are available. We are looking at how to communicate with families how to report bullying.

**Board Questions/Comments:**

**Wonderful robust discussion from students. Doing it during the day allowed more students to attend. The number of bullying incidents being shared was also impactful for the students.**

**Great to see that some of the comments are already being followed thru.**

**Great to hear that more students participated. Are there thoughts of talking to Junior High and elementary students?**

Superintendent Bridges stated we can discuss this with administration. We have not included them before due to the co curricular code applying mostly to High School students.

Mrs. Boutet added that we can have additional representation from Junior High and Elementary Administrators when discussing the Bullying and Behavior policies.

**Policy Review: First Reading Policy 7.190, Student Discipline**

Allison Boutet reported on the meeting and highlighted the changes. We look at behavior data on a monthly basis. We need to continue to work on the restorative practices. There are no proposed changes to 7.190.

**Board Questions/Comments:**

**None.**

**We will seek action at the next Board of Education meeting.**

**Policy Review: First Reading Policy 7.240, Co-Curricular Code of Participation**

Allison Boutet noted this meeting on March 8 had 40 participants. She thanked Jen Baumgartner, Dean of Student Activities, NNHS and Bob Quinn, Athletic Director, NNHS. Very robust conversation and students offered feedback around the policy. Mostly around communication and how to get support without repercussion.

How do we support students when they struggle and rally around them when they return to school. No proposed changes to the policy.

**Board Questions/Comments:**

**I love the inclusion of students. If policies are not changing, what is being done with the student voice?**

Mrs. Boutet noted that there are follow up conversations with the AD's and Deans of Student Activities. We are looking at working with IHSA and looking at how the district values restorative practices and how we support students during times of struggle. Their voices are impacting the procedures and how we live the policy.

**So these are being written into the procedures.**

Mrs. Boutet stated, yes, we are looking at changes in how we live with this policy.

**Appreciated the use of Zoom to allow parents who needed to work to participate.**

**The group really pondered the spirit of the policy. Excited to hear the follow up conversations with IHSA and districts around us. Important that students feel that sense of support.**

**Look forward to hearing how it is going.**

**We will look for action at the next Board of Education meeting.**

**Press Policy Update 110**

Superintendent Bridges reminded the Board and Community that these policies are brought as part of the 110 update. Policy 7.310's title will be changed to be more in line with our High School policy.

**Board Questions/Comments:**

**Policy 5.250 has a lot of changes and would like to know where these are being covered if these are removed?**

Superintendent Bridges noted the language is Collective Bargaining language. There is language that is reflected in our Collective Bargaining language.

**So it is covered in our contracts.**

**COVID response. Understand that this will be complete and done in May. If there were another health disaster, wouldn't this language come back?**

**Did press want to remove it?**

Superintendent Bridges stated, no we took it out.

**Would like to have a look at policy 7.270 at a future meeting.**

**We have update Press 111 update.**

Superintendent Bridges stated we may bring any that are legal updates only and no language changes to the next Board of Education meeting for approval.

**We will have action at the next Board of Education meeting.**

### **Discussion with Action**

None

### **Old Business**

None

### **New Business**

None

### **Upcoming Events**

**Superintendent Bridges reminded of Tuesday being an eLearning Day, Friday being a nonattendance day.**

**Next Board of Education meeting on April 17.**

### **Adjournment**

Joe Kozminski moved seconded by Amanda McMillen to adjourn the meeting at 7:59 pm. A roll call vote was taken. Those voting yes: Wandke, McMillen, Fitzgerald, Kozminski, Gericke, and Casey. Those voting no: None. Absent: Cush.

Approved: April 17, 2023

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Kristin Fitzgerald, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education