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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 WASHINGTON JUNIOR HIGH SCHOOL, NAPERVILLE, IL.  
August 16, 2021 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

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### **Call to order**

President Kristin Fitzgerald called the meeting to order at 5:30 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Tony Casey, Donna Wandke, Amanda McMillen, Joe Kozminski, and Charles Cush.

Administrators present were:

Dan Bridges, Superintendent  
Bob Ross, Chief Human Resources Officer  
Michael Frances, Chief Finance Officer/CSBO

### **Closed Session**

Amanda McMillen moved, seconded by Joe Kozminski to go into Closed Session at 5:30 pm 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. 07/12/2021, 08/02/2021.
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) (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.
4. Pursuant to 5 ILCS 120/2 (c) (2) Collective negotiating matters between the public body and its employees or their representatives.

### **Meeting Opening**

Donna Wandke made a motion, seconded by Joe Kozminski 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.

President Fitzgerald read a statement regarding a requirement of all in Naperville 203 buildings to comply with the Governor's executive order, 2021-18 issued on August 4, 2021, regarding indoor mask use. All individuals in Naperville 203 buildings and facilities including students, staff, teachers and visitors must comply with the mandate regardless of vaccination status. If you are in need of a mask, one can be provided for you.

At 7:13 pm, Amanda McMillen made a motion, seconded by Kristine Gericke, for the Board to recess to allow the audience to come into compliance with the indoor mask mandate. A roll call vote was taken. Those voting yes: Kozminski, Casey, McMillen, Wandke, Gericke, Fitzgerald and Cush. No: None. The motion carried.

At 7:21 pm, the Board returned to the meeting and asked again for compliance or for those in the audience who would not comply to leave the meeting. At 7:23 pm, Charles Cush made a motion, seconded by Tony Casey, for the Board to recess to allow the audience to come into compliance with the indoor mask mandate or to leave the meeting. A roll call vote was taken. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, Casey, and Wandke. No: None. The motion carried.

At 7:44 pm, the Board returned and noted that the Board has a duty to enforce the mask mandate. All in attendance must comply.

The Board will stay recessed until all in attendance either are masked or leave the building At this point those who will not comply will be considered trespassing which will result in further action.

At 7:46 pm, Charles Cush made a motion, seconded by Tony Casey, for the Board to recess to allow the audience to come into compliance with the indoor mask mandate or to leave the meeting. A roll call vote was taken. Those voting yes: McMillen, Fitzgerald, Wandke, Gericke, Cush, Kozminski, and Casey. No: None. The motion carried.

At 7:54 pm, President Fitzgerald called the August 16, 2021 Board of Education meeting to order.

### **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, Charles Cush, Joe Kozminski, Amanda McMillen, and Donna Wandke.

**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, Sinikka Mondini, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Student Services.

### **Pledge of Allegiance**

Led by the Board.

### **Good News**

Superintendent Bridges noted that NCHS student, Athena Chen, brought the first Children's' Business Fair to Naperville. Naperville Staples donated over 150 packets of essential school supplies and hand sanitizer.

### **Monthly Reports**

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

### **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.

**Olivia Jaime**-NUEA member and Spanish teacher at NNHS. Urged the Board to move from words to action as it applies to Equity. Teacher shortage will worsen. District 203 takes pride in its teachers and we deserve fair compensation.

**Joe Nikkel**-NUEA membership. Thank you for your leadership during this Pandemic. Sharing a story from wife Breanne Nikkel. Pregnant in 2015. Teacher in multineeds Described her birth story and still in so much pain. Needed all of the 12 weeks maternity leave that I took, 6 paid and 6 unpaid. I was not medically able to return to work but I had to choose between taking care of my child and paying my bills.

**Shannon Adcock**-speaking tonight for Awake Illinois. Was not expecting this board to recess three times for a man who claimed a religious exemption to wearing a mask.

Contract-improved transparency is necessary. School board negotiations need to be open to the public. Civil Rights- have not heard back from this Board on this policy. Policy will empower students COVID-Should be looking at European data. It is a worthy read and I will send links this evening. Governor Pritzker is not the Emperor. Refuse enforcement of this unlawful mask mandate.

**Colleen Myerscough**-Support teachers in this District. Disappointment in Talk 203 that disparaged teachers unfairly. Please give the teachers what they are asking for.

**Eric Sutton**-new parent in district. Fell in love with the city of Naperville and all there is to do here. We looked at the Illinois report card. The best-rated district is Stevenson and the teachers in Stevenson make on average \$23000 more than teachers here. Commend the Board for fulfilling the mask mandate, as I know that is a hard job. As we start school, we need to keep after school programs in mind and keep ourselves competitive. Keep planning so we are ready when the

**Lynn Gosselin**-no longer ready to meet people where they are. We have to take care of each other. D203 has an obligation to teach and enforce proper mask wearing. Address teachers' contract.

Surprised to see the Board turn your backs on the teachers. Teachers are professional and deserve to be compensated for their efforts. Parents are not going to turn on the teachers.

**Katie O'Boyle**-teacher at MJHS, teacher, parent and community member. Here to support teachers for MTSS. An individualized program always starts with the classroom teacher. We have to individualize the curriculum for each standards. For each student who needs additional support, I create more ways to present the material. Carry out interventions over lunch period. I work with each student until each standard is mastered.

**John Blakey**-Awake Illinois-appreciate Dr. Leaks for reaching out to me and scheduling a meeting with me. The Democrats are obsessed with race. Illinois, Culturally responsive teaching standards. Governor is passing bills against hair discrimination. Students today are the least racist in a generation. Men need to get in the game.

**David Wade**-Superintendent Bridges stated in June that District 203 is not teaching CRT but is reviewing policies, practice decisions and outcomes with a critical lens.

**Ann Widlacki**- NUEA member-We cannot know what is really happening unless you are walking in their shoes. MTSS takes a tremendous amount of time. Shared an example of a math standard. Under MTSS, we want to be sure that those who have not mastered a standard, we reteach as we are planning and teaching the next standard. We see the value but it is not the same work that we have been doing.

**Gracia Livie**-here, we are again. Forcing students to wear masks that they don't need and getting a vaccination that they won't need. I support getting this contract done, as it is what is in the best interest of the kids.

**Andrew Sjoldal**-masks don't work. We have all the real world data and 100-year-old data shows that they don't work. You can wear your mask but don't force my children to wear a mask. Please have courage for my children and refuse to follow the mandate.

**Odin Sjoldal**-If you think masks help then why does everyone have to wear a mask. It doesn't matter what other people do. If you want to wear, a mask that is fine but they should not be forced to wear masks. Kids should have the choice the mask. No way in this planet, the government should force this.

Appreciate your advocacy. Acknowledge all who spoke and who have emailed public comments. Cannot respond to each email due to volume. As a reminder, the BOE has designate the Superintendent to respond to public comments.

**Action by Consent:**

- 1. Bills and Claims**
- 2. Adoption of Personnel Report**

	<b>Effective Date</b>	<b>Location</b>	<b>Position</b>
<b>RESIGNATION-CERTIFIED</b>			
Melanie Reicher	8/8/2021	JJHS	Language Arts/Social Science
Lisa Gardner	8/15/2021	MJHS	Math/Language Arts
Rachel Cooper	8/15/2021	Ann Reid	Speech Language Pathologist
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
James Callegari	SY 21-22	NNHS	Learning Behavior Specialist
Rebecca Mardula	8/19/21-12/22/21	Ellsworth	1st Grade Teacher
Alexander Gerdes	SY 21-22	NNHS	Learning Behavior Specialist
Hannah Estoll	SY 21-22	Kingsley	2nd Grade Teacher
Patrick Zemanski	8/30/21-5/27/21	NCHS	School Psychologist
Deepak Santhiraj	SY 21-22	NNHS	Social Worker
Ivan Chemerisov	SY 21-22	MJHS	Science/Math
Maureen Musgrave	SY 21-22	Prairie	2nd Grade Teacher
Brenna Rock	SY 21-22	Ann Reid	Speech Language Pathologist
Taylor Glenn	SY 21-22	River Woods	Kindergarten Teacher
Sharon Rosenzweig	SY 21-22	Naper	2nd Grade Teacher
Brianna Rychlec	8/30/21-5/27/22	River Woods/Mill	Speech-Language Pathologist
Cristina Dorsey	SY 21-22	Ranch View	Kindergarten Teacher
Carly Murillo	SY 21-22	ARECC/Beebe	Social Worker
Anne Marie Giunti	8/17/21-5/27/22	PSAC	Learning Behavior Specialist
Colleen Seymour	8/17/21-5/27/21	PSAC	Learning Behavior Specialist
<b>APPOINTMENT-CERTIFIED PART-TIME</b>			
Nicole Rash	SY 21-21	WJHS	Art Teacher
Eric Ko	SY 21-22	NCHS	Math Teacher
Jessica Good	SY 21-21	NNHS	Spanish Teacher
<b>RE-EMPLOYMENT-CERTIFIED FULL-TIME</b>			
Taylor Cruz	SY 21-22	Highlands	2nd Grade Teacher
<b>LEAVE OF ABSENCE-CERTIFIED</b>			
Yusra Baig	SY 21-22	Steeple Run	1st Grade
Jennifer Walsh	SY 21-22	Ranch View	EL Teacher

Alma Tan Torres	8/16/21 - 12/21/21	Naper	Occupational Therapist
Kathleen Jacobs	SY 21-22 40%	NCHS	Science
<b>RETIREMENT-CLASSIFIED</b>			
Susan E. Neufelder	8/13/2021	Elmwood	Computer Support Associate
Mariana Dejesus-Martin	8/25/2021	Madison	Academic Support Program Assistant
<b>RESIGNATION-NON-UNION CLASSIFIED</b>			
Amrita Nijjar	9/30/2021	PSAC	Human Resources Manager
<b>RESIGNATION-CLASSIFIED</b>			
Jillian M. Strauss	8/2/2021	Ann Reid	LRC Assistant
Audrey A. Grand	8/4/2021	Ann Reid	Special Education Assistant
Andy Mendez	8/6/2021	NNHS	Computer Support Associate
Martha Perez	8/7/2021	Mill Street	Dual Language Assistant
Heather K. Schmidt	8/9/2021	Beebe	Special Education Assistant
Nancy J. Dufner	8/10/2021	Naper	Instructional Assistant
Christine Eckeberg	8/11/2021	Mill Street	Special Education Assistant
Jessica Gilligan	8/15/2021	Steeple Run	Instructional Assistant
Rebekkah M. Post	8/17/2021	NCHS	Special Education Assistant
Jodie K. Paetz	8/17/2021	Connections	Special Education Assistant
Patricia Wisniewski	8/18/2021	Ranch View	Computer Support Associate
Cathy M. Pucas	8/26/2021	NNHS	Attendance Specialist
<b>EMPLOYMENT-NON-UNION CLASSIFIED</b>			
Tiara Morris	19-Aug-21	PSAC	Human Resources Generalist
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Victoria B. Ebelhack	8/4/2021	NCHS	High School Financial Secretary
Anne M. Falk	8/9/2021	Naper	Senior Secretary
Maria A. Zuniga	8/18/2021	Elmwood	Dual Language Assistant
Chyna C. Wells	8/18/2021	Prairie	Special Education Assistant
Angela L. Brancato	8/18/2021	Maplebrook	Special Education Assistant
Lisa M. Dillow	8/18/2021	Mill Street	Special Education Assistant
Sheryce D. Jetter	8/18/2021	Kennedy	Special Education Assistant
Kimberly J. Tegtmeier	8/18/2021	Elmwood	Special Education Assistant
Manjula M. Pulse	8/30/2021	Administration	Accounts Payable Clerk
Kristina L. Poholarz	8/18/2021	Scott	Special Education Assistant
Matthew S. Leuer	8/19/2021	Kennedy	Computer Support Associate
Michael R. Mangialardi	8/16/2021	Scott	Custodian
Victoria L. Trezona	8/16/2021	NCHS	Custodian
<b>EMPLOYMENT CLASSIFIED PART-TIME</b>			
Kristin E. DiNolfo	8/18/2021	Meadow Glens	Instructional Assistant
Janel S. Jaeger	8/18/2021	Highlands	Instructional Assistant

### **3. Minutes 07/12/2021, 08/02/20/21**

#### **4. Health Benefits Recommendation**

Donna Wandke made a motion to approve from warrant no. 1036222 thru warrant no. 30029725 totaling \$21,292,914.13 for the period of July 13, 2021 to August 16, 2021 and all other items on Consent Agenda with the exception of the August 2 minutes, seconded by Tony Casey. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Casey, Cush and Kozminski. No: None. The motion carried.

Donna Wandke made a motion to approve the August 2, 2021 on the Consent Agenda, seconded by Joe Kozminski. Those voting yes: McMillen, Fitzgerald, Wandke, Kozminski, and Gericke. Abstain, Cush and Casey. No: None. The motion carried.

#### **Written Communications**

##### **Freedom of Information Requests:**

Livie-Superintendent email Information  
Wojciechowski-Superintendent email information  
Livie--June 30 Board of Education meeting information  
Garrison- Board of Education email information  
Defending Ed- Professional Learning Information  
Smart Procure-Business Office Information  
Russo-Superintendent and NUEA Union President email information

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

Superintendent Bridges offered his gratitude for teachers as the magic really happens in the classroom. Thanks to your commitment, my gratitude extends to all staff. All that we have accomplished over the last 10 years is a result of the combined efforts of all staff. My gratitude extends to all of our employees, thank you for putting kids first.

Over the last several weeks, we have heard comments about our Diversity and Equity Plan. We are committed to creating an environment where diversity and inclusion is evident in who we are and what we do. We will create a high quality education for all students.

#### **2021-2022 School Guidance**

On Thursday, all students will return to school for five full days a week. We will follow the mask mandate. If we don't follow those mandates, we could lose State recognition. If we lose State recognition, we will lose the following: diplomas and graduates will not be recognized, students will no longer be eligible for certain scholarships, and no IHSA activities will be recognized. We are committed to bringing all students back to a full day instruction for five days per week. A safe environment will be provided so students can stay in school.

This mandate does have the force of law. I have advocated for local control and I am exercising that power for the best interests of our schools and community.

State Superintendent Carmen Ayla has stated that this mandate does have the force of law. She will not compromise the health and safety of any student. She will not allow any schools to disregard the mandate. **We continue to remain in the high category. One of the recommended mitigation strategies is vaccinating all who are eligible. We are partnering with the DuPage County Health Department to offer mobile vaccination opportunities for students and the community.**

**We are also partnering with the University of Illinois to offer Shield testing. This should begin in the middle of September.**  
**Confident we are ready to start school in a robust and healthy way.**

#### **Board of Education Questions/Comments:**

**Thank you.**

**Can you explain for the community where the numbers are coming from and what they mean?**

Dr. Nolten stated that we are using two sources, DCHD-7 day rolling average per 100, 000. We also use zip code data from Northwestern. We also use the positivity rate.

**Can you speak as to how the Shield testing will be used? Whom will it be available for?**

Dr. Nolten responded that it would be available to all students K-12 regardless of vaccination status. We are advocating for testing two times per week.

Superintendent Bridges added that we are hoping to use it as a test to stay strategy to reduce quarantines. DCHD is working with CDC to create processes.

**Quarantine, what is the guidance and does being vaccinated help?**

Superintendent Bridges noted that quarantine would last 14 days and some 10 days. This will be what the local health dept. will support.

**Excited that we will offer this testing. How will individuals who chose to opt out be able to utilize that testing should they be in a situation where they have symptoms and the need to get a test?**

Superintendent Bridges noted that testing would have to happen on site. Still working on logistics.

**Can you talk about how the enforcement of mask wearing will happen?**

Superintendent responded that staff would be work with students to help them understand why we are enforcing this policy. As there is noncompliance, the enforcement will get stronger.

**How is it determined what vaccines are mandated?**

Superintendent Bridges noted that the state mandates vaccines and they have not mandated this vaccine.

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

**President Fitzgerald thanked staff, students, parents and taxpayers for the hard work to make school successful. Our educators have gone above and beyond in these very difficult times and greatly appreciate their contributions in keeping our students learning, growing and safe.**

**The Board and the NEUA are continuing to work toward agreement on a fair and fiscally responsible multi-year contract. The Board and our district acknowledge the difficult past year for our educators and express our deep appreciation for their outstanding service. The two parties met on Friday and continued to have movement for the two biggest issue.**

**Additional mediation meetings tomorrow and Wednesday, the Board will meet as often as necessary. Please encourage both Board and union to keep talking.**

#### **Board of Education Report**

**Mr. Kozminski reported that he and Mrs. Gericke attended the first NEF meeting last week. NEF has provided a lot of support to families in the community throughout the pandemic.**

**Registration for NEF 5k and Half Marathon to be held on October 17. Registration is open until August 31.**

#### **Discussion without Action**

None

#### **Discussion with Action**

**Board Policy 4.172**

Superintendent Bridges noted that typically when we look at policy, we do it over two board meetings. During an emergency for health and safety, we can approve a policy in one meeting. This will help with enforcement, defines what qualifies as a mask, duration of policy. We can also confirm vaccination status. We can continue to review this policy as situations change. We do recommend that you approve this policy as presented.

**Thank you for reviewing the policy and noting the reason we are using a bit of an expedited process.**

**Questions:**

**Are we collecting or preparing to collect vaccination status?**

**Superintendent Bridges noted that yes we have begun the process.**

Kristine Gericke made a motion to approve Policy 4.172 as presented, seconded by Charles Cush. Those voting yes: Cush, Casey, Fitzgerald, Wandke, Kozminski, McMillen and Gericke. No: None. The motion carried.

**Old Business**

None

**New Business**

None

**Upcoming Events**

**School starts on Thursday August 19.**

**Adjournment**

Kristine Gericke moved seconded by Tony Casey to adjourn the meeting at 9:19 p.m. A roll call vote was taken. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, Wandke, McMillen and Casey. Those voting no: None. Motion carried.

Approved: September 20, 2021

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Kristin Fitzgerald, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education