
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 December 19, 2022 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 6:03pm.

Board members present: Kristin Fitzgerald, Kristine Gericke, Joe Kozminski, Charles Cush, Donna Wandke, and Amanda McMillen. Absent: Tony Casey

Administrators present were:

Dan Bridges, Superintendent,

Bob Ross, Chief Human Resources Officer

Michael Frances, Chief Financial Officer/CSBO

Lisa Xagas, Assistant Superintendent for Student Services

Others present: Counsel Kevin Knoll

Closed Session

Charles Cush moved, seconded by Donna Wandke to go into Closed Session at 6:03 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. 11/14/2022, 12/05/2022.
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, or deliberations concerning salary schedules for one or more classes of employees.
5. Pursuant to 5 ILCS 120/2(c)(10). The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).

Meeting Opening

Donna Wandke made a motion, seconded by Kristine Gericke to return to Open Session at 7:13 pm. A roll call vote was taken. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Cush, and Kozminski. No: None. Absent: Tony Casey. 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, Joe Kozminski, Amanda McMillen and Donna Wandke. Absent: Tony Casey.

Student Ambassadors present: Joanna Cho

Administrators present: Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer, Allison Boutet, Assistant Superintendent for Administrative Services, Michael Frances, Chief Finance Officer/CSBO Chuck Freundt, Assistant Superintendent for Elementary Education, Chala Holland, Assistant Superintendent for Administrative Services, Lisa Xagas, Assistant Superintendent for Student Services, Alex Mayster, 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.

Pledge of Allegiance:

Led by Highlands Elementary School

The Board welcomed Highlands. Principal Laura Noon had her students introduce themselves after which they led us in the Pledge of Allegiance.

Good News

Thanks to the generous donations of our staff and community members, 581 Naperville 203 students – from Early Childhood through Connections – will receive gifts this year through the district’s Holiday Giving program. Students in the Early Childhood program through fifth grade will receive wrapped gifts donated by sponsors, while junior high, high school, and Connections students receive gift cards. Thank you to everyone who made this possible for our students and families.

Recognition:

NCHS State Champion Boys’ Soccer Team

Principal Thornton introduced the members of the Boys State Champion Soccer Team and their coaches.

NNHS State Champion Swimmer

Principal Posey introduced Freshman Reece Navarro. Reece won state in the 200 Free and 100 Breaststroke and Second place in both the 50 and 100 yard free for four top four places in one day in the students with disabilities division of the IHSA State Swim Meet.

Superintendent Bridges congratulated all athletes and how they represented the district.

Public Hearing 2022-2023 Budget Amendment

President Fitzgerald opened the Public Hearing on the 2022-2023 Budget Amendment and gave an overview of how the Public Hearing would proceed.

Administration Comments

Superintendent Bridges noted that by law we have to have a Public Hearing if there is to be an amendment to the budget.

Mr. Frances noted that we have a change, moving the land cash contributions for Steeple Run to the capital projects fund to help fund that project for a total of \$378, 461.00. We are also Disclosing Fund Balances per law. Must be disclosed anytime there is a change to the budget or the tax levy.

Public Comments

None.

Board of Education Comments

None.

Close Hearing on the 2022-2023 Budget Amendment

Public Hearing Truth in Taxation

President Fitzgerald again gave an over view of the process.

Hearing on the Truth in Taxation

Administration Comments

Part of discussion with action, Administration will be recommending approval of the tax levy as presented.

Mr. Frances reviewed the Tax Levy presentation from November 14. There have been no changes since that original presentation. The only know number is CPI, which is 7.1%, but we are tax capped at 5%. The Public Body has the ability to reduce the levy in March but may not add to it.

Thank you for your comments and for reviewing the presentation for us. Thank you for the reminders of the timeline.

Public Comments

None.

Board of Education Comments

Thank you for your report. What would some additional abatements the Board of Education could consider?

Mr. Frances responded that would be if the Board abated the levy by more in March.

So we will have an opportunity to do that again?

Mr. Frances noted that if you were deliberately lowering the levy you would have the option to recapture some of it but have to give 60 days' notification.

We still can lower in March we just could not recover. I understand all the work of our staff. I am concerned that we are not utilizing that new law now. I hear how hard it is for those on fixed incomes to stay in their homes. Would like us to utilize the tools we have fought for.

Close Hearing on the Truth in Taxation

Public Hearing PE Waiver

President Fitzgerald again gave the process of the Public Hearing.

Administration Comments

Mrs. Willard gave an overview of what the waiver is requesting. Expect no changes to current state.

Public Comments

None.

Board of Education Comments

How long have we been doing the 2 days/week PE?

Mr. Freundt responded at least since 1995.

Mrs. Willard added since she was in Kindergarten.

What other ways do students get movement?

Mrs. Willard and Mr. Freundt both noted that space and time were factors in not being able to have PE every day. Students have many opportunities to get movement each day whether that it during recess or other classes.

Coming out of the Pandemic it seems important for those early ages to have movement.

Can you talk about the K-2 students having an additional recess daily? What is done on the other days when there is not PE?

Mr. Freundt stated that all the fine arts classes have movement. By law, recess time has been increased over the last two years. Our teachers are also aware that students need breaks within the classroom.

Thank you. Would agree that the movement breaks are important. I would like to understand some more information from when it when from 5 days to 3 days.

Mrs. Willard noted that she does not have those dates but could find out that information.

Would like to know what we will do if this waiver is not approved if this is a space issue.

Are there any measures or metrics?

Mr. Freundt stated he is not aware of any formal metrics that have led to the three day requirement.

Is there any basis they use to approve the waiver?

Mrs. Willard stated that we are hear asking for approval of the waiver to be in compliance.

Superintendent Bridges added that we are not asking for a change in the PE program at this time. We are just continuing the program as it is being done today.

In the future, can we add the understanding of PE requirements in High School for student athletes?

Superintendent Bridges clarified that for High School, you are asking for an exemption.
Close Hearing on the PE Waiver

Public Comments

None.

President Fitzgerald noted the Public Comment that was attached to the agenda.

Monthly Reports

- Treasury Report- The Board received the October Treasurer’s Statement
- Investments- The Board received the October Investment Report
- Insurance-The Board received the October Insurance Report
- Budget-The Board Received the October Budget Report

Board Questions/Comments:

None.

Action by Consent:

1. **Bills and Claims** from WARRANT NO. 1048241 THRU WARRANT NO.1048957 TOTALING \$23,577,763.55 FOR THE PERIOD OF November 15, 2022 December 19, 2022.

2. Adoption of Personnel Report

	Effective Date	Location	Position
REASSIGNMENT-ADMINISTRATION			
Jessica Freed	8/7/2023	NNHS	Dean
RESIGNATION-CERTIFIED			
Kathleen Downs	1/5/2023	MJHS/Elmwood	School Psychologist
APPOINTMENT-CERTIFIED FULL-TIME			
Colleen Morgan	1/6/2023	Kingsley	Learning Behavior Specialist
APPOINTMENT-CERTIFIED PART-TIME			
Kathleen Downs	1/6/2023	MJHS	School Psychologist
Michael J Williams	1/6/2023	NCHS	Science Teacher
REVISED CONTRACT-CERTIFIED FULL-TIME			
Hannah Spoolstra	8/12/2022	NNHS	Mathematics/LBS
William Marshall	1/6/2023	NCHS	Science Teacher
REVISED CONTRACT-CERTIFIED PART-TIME			
Bradley Ketchmark	1/6/2023	NCHS	Social Studies Teacher
RESIGNATION OF INTERNS-CERTIFIED			
Mike Weisensee	12/21/2022	Mill Street	School Social Work Intern
RETIREMENT-CLASSIFIED			
Kurt Gehrke	31-Jan-23	Kennedy	Custodian
RESIGNATION-CLASSIFIED			
Darius Tolbert	12/16/2022	Naper Elem.	Custodian

Jacqueline Swanson	1/20/2023	KJHS	Special Education Assistant
Jenni Sorensen Mellske	12/21/2022	Mill Street	Computer Support Associate
Caitlin Karsa	11/2/2022	NNHS	Special Education Assistant
Eunice Melara	8/12/2022	NNHS	EL Assistant
Maria Morgan	12/8/2022	ARECC	Special Education Assistant
EMPLOYMENT-CLASSIFIED FULL-TIME			
Joel Jimenez	12/5/2022	NCHS	Computer Support Associate
Hunter McCoy	12/19/2022	NCHS	Special Education Assistant
Maria Kaldis	12/16/2022	KJHS	Special Education Assistant
Ella Walker	12/14/2022	Elmwood	Heath Tech
EMPLOYMENT-CLASSIFIED PART-TIME			
Timothy Murphy	12/5/2022	Riverwoods	Computer Support Associate
Matthew Muraglia	12/12/2022	Jefferson	Computer Support Associate

3. Minutes 11/14/2022, 12/05/2022
 4. Approval of Closed Session Minutes 11/14/2022, 12/05/2022
 5. Approval of MOA Implementing Behavior Support Paraprofessional Pilot Program (Over Impasse)
 6. Bid Steeple Run Landscaping and Parking Pavers
 7. Bid: Steeple Run Asphalt Paving
 8. Bid: Fire Protection
 9. Bid: Millwork
 10. Bid: Acoustical Ceilings
 11. Bid: Ceramic Tile
 12. Bid: Carpet and Resilient Flooring
 13. Bid: General Trades
 14. Bid: Selective Demolition
- Retain/Release Closed Session Minutes as Discussed in Closed Session**
Disposal of Closed Session Recordings prior to June 2021

Joe Kozminski made a motion to approve Warrant #1048241 thru Warrant #1048957 totaling \$23,577,769.55 for the period of November 15, 2022 to December 19, 2022 and the remaining items on the Consent Agenda with exception of the December pen and Closed Session Minutes, seconded by Kristine Gericke. Those voting yes: Wandke, Gericke, Cush, McMillen, Kozminski, and Fitzgerald. No: None. Absent: Tony Casey. The motion carried.

Communications

Written Communications

Freedom of Information Requests:

Norris Freedom of Information Act Request-Print Shop Information

Sangbana Freedom of Information Act Request-Out of District Transportation Information

Student Ambassador Reports:

Joanna Cho NNHS:

- We had our winter assembly on November 22, and it was amazing to see all of the talent that is in our school.
- Cocoa and cram, in preparation for finals, began on December 14,
- Band and Orchestra winter concert was on the 15.
- Winter athletics are in the middle of their seasons and our Huskies continue to work hard.
- We are also proud to report that both our boys and girls basketball teams won against the highly anticipated crosstown games.
- As our semester two schedules were released a week ago, the student body is looking forward to a fresh start and a new semester.
- There are some small concerns regarding WIN (or the What I Need) days that have been ongoing, as it was just introduced this semester.
- As the Huskies reflect on this past year, we realize what a normal and smooth transition we have had into our first semester.
- We are so grateful for the work of the school board, and for the efforts of all teachers and staff that we are able to create new memories following turbulent years, and we are excited for what comes next.

Superintendent/Staff/School Report

Superintendent Bridges stated that in an effort to offer continuous improvement, we are always working with and listening to staff on ways to improve the Music program.

Music Program Update

Chala introduced both Principals and music staff from both NCHS and NNHS.

- During the 2016-2017 school year, a curriculum team of music educators from across the district came together to research best practice, discuss ideal state of music education in Naperville 203 and review the new state standards in order to create a comprehensive, rigorous program of study. The first step in this process was to clearly articulate a vision for music education that would ensure students are well prepared to advance to the next level, are exposed to a rich, variety of genres and styles, could independently and collaboratively develop musically and create a lifelong love and appreciation for music.
- Alongside the District vision for music education, the high school curriculum team to create a vision for high school music. High School music educators use this vision as a guide for instruction, innovation, student experiences, and preparation for post-secondary opportunities. Our update tonight is in direct alignment to our vision to ensure that all Music offerings are designed to develop in all students: the professional practices of a working musician; the kinesthetic aspects of music making; the skills necessary to be savvy consumers of music; to perform, produce and analyze the language of music; to be self-motivated collaborators in pursuit of group oriented goals; and, lifelong skills that can enhance career and personal potentials.
- Last winter and spring, we conducted an in-depth review of our course enrollments and staffing at the high school level. We spent a lot of time discussing the vision for each department, key priorities, and reviewed historical data pertaining to course enrollment trends. This process was followed when we engaged in a review of our music courses and student enrollment. The discussion regarding student enrollment in performance music courses and course trends also included a discussion of extracurricular opportunities associated with performance music.
- A review of music requires a programmatic view because of the relationship between curricular and extracurricular opportunities within our program.
- In the early phases of our music program review, it was evident that student course enrollments had significantly decreased over the years. There has been instability amongst the music staff, as we have sought to provide curricular and extracurricular instruction. We also recognized the

absence of a formalized way to support students in learning and developing technical skills towards the fulfillment of the vision of the department.

- It became apparent that there was a need to take some time to bring stakeholders together to identify and discuss the cause of what we were learning, with the goal of enhancing the program by providing a more stable and sustainable programmatic model.
- Here is a quick view of shifts that occurred at Naperville North. The timeline shows the strong relationship between students enrolled in curricular courses and extracurricular activities prior to 2014-2015. Prior to 2014-2015, students involved, in performance music extracurricular activities were required to be enrolled in a performance music curricular course at the same time. This requirement or expectation is called concurrent enrollment. It is a common practice across high schools and districts because it is a pillar for building and maintaining strong comprehensive music programs.
- After the 2014-2015 school year, a decision was made by high school administrators to remove the concurrent enrollment requirement for students in the music program. It is evident that this decision had an immediate impact on curricular and extracurricular involvement and efforts to provide a guaranteed and viable learning experience across both domains of the program.
- The team determined that it was time to make enhancements to our high school music program, which launched a comprehensive music program review led by Nick Janssen, key district music educators and administrators. We are proud of this work and the collaboration and innovation among the team.
- Last Winter and Spring when shifts in the program became a point of discussion, there was a commitment made to take the time needed to learn more about the cause of the shifts, to consider what is necessary and needed to fulfill our vision, and to develop a plan to proactively work towards our vision. It was important for us to begin this review to ensure that we were not in the same place, having the same discussions by the same time the following year. Our primary goal was to develop a plan that prioritized the experience we desire for students in our district.
- Research began by investigating data collected through the West Suburban Fine Arts Coalition over the past seven years. Next, in depth, research was focused on District 203 benchmark districts and further research was conducted by investigating two national music benchmark districts. Though research proved the D203 high school music program is comparable to other districts in many ways, it also proved that we are discrepant in a few key areas. One area of note is that of concurrent enrollment - in this area we are an outlier. All six of our benchmark districts require students to be concurrently enrolled in a curricular performance music course while participating in performance music extracurricular ensembles.
- Four of the six benchmark districts refer to these opportunities as co-curricular, opposed to extracurricular. Wheaton states concurrent enrollment as an expectation of extracurricular participation and Huntley provides a fine arts academy where performance music ensembles outside of the school day are credited and required.
- When researching, we focused on the areas of: music offerings, operations and access. Overall, we found that all benchmark districts, including 203, were somewhat comparable in both curricular and extracurricular ensemble offerings. However, in addition to concurrent enrollment requirements, we discovered that we were also discrepant in the areas of technique courses, staffing procedures and access to music offerings within the daily schedule; thus, these areas became critical while envisioning the future state of high school music.
- We discovered that we could provide solutions in the areas of concurrent enrollment and technique offerings by utilizing our existing day schedule. In doing so, we will also be able to move toward need-based, programmatic and consistent staffing while moving away from enrollment-based staffing. The solutions discovered are obtainable given scheduling models that are present in benchmark districts and lunchtime scheduling models that already exist at the D203 high school level.

- The shift from our current practice to our planned future state prioritizes a comprehensive, sustainable and thriving performance music program inclusive of the entire performance music experience, both through curricular and extracurricular programming. Further, all music students and parent support organizations will have access to consistent and invested staff members that are dedicated to proactively growing ensembles, individual students and the performing arts community. Ultimately, this shift legitimizes performance music as a skill-based curriculum, communicates our commitment to rigorous and essential performance music instruction and aligns us with programmatic structures of neighboring districts.
- It is our belief that students should become literate, technically skilled and quality producing musicians through our district-developed, standards-aligned course curriculum offered during the school day. We value core music literacy, technical ability and learned ensemble skills as essential to any D203 musician and therefore, those essential skills must be obtained through our course offerings. Further, our extracurricular programming should be seen as just that, an extra opportunity to apply course-developed, essential skills through varying student interest areas and performance opportunities.
- All music ensembles are a complex ecosystem of various technical languages specific to particular instruments and voices and we must provide a guaranteed and viable pathway to literacy. Equal access to instrument specific, ability-based and essential tier one technical instruction must be available to all students regardless of background or financial means. Further, a dedicated pathway to technique instruction ensures individual students obtain the skill necessary to experience ensemble success in a repeatable fashion. Ultimately, best practice in music education is to provide instruction, application, assessment and feedback related to both individual and ensemble performance and the D203 performance music program must be reflective of this best practice.
- In this plan, students enrolled in any performance music ensemble will be assigned to a lunchtime technique course, therefore meeting the concurrent enrollment requirement. Further, students participating in extracurricular programming and not enrolled in a curricular music course will also be assigned to a lunchtime technique class and this lunchtime technique class will satisfy the concurrent enrollment requirement.
- This is obtainable as the majority of our students involved in extracurricular performance music often already seek staff before and after school or during lunch and study hall for technique specific support. Additionally, many students currently not enrolling in curricular music request lunch periods parallel to music offerings to gain access to a curricular music experience.
- As the plan moves forward students are grandfathered into a full performance music course, paired with technique, as the primary method of meeting the concurrent enrollment requirement. This allows students to easily meet a concurrent enrollment requirement now while also providing adequate time to plan for meeting the concurrent enrollment requirement in the future.
- Long term, every high school performance music student will receive tier one ensemble instruction during their assigned ensemble class period and tier one technique instruction during one half of a lunch period once to twice per week. This proven method provides optimal instruction and flexibility. Lunchtime technique schedules are developed in conjunction with the already assigned lunch period within a student's schedule and therefore does not create course conflicts for most students.
- While high school staffing is typically directly aligned with student course enrollment, high-functioning and sustainable music programs focus on considering the programmatic needs when it comes to staffing because of the curricular and extracurricular aspects of the program. Staffing in music warrants a staffing model that aligns with fulfilling the vision of the program and offering a wide range of music educational opportunities to students. Consistency in staffing is essential in building a program, supporting programmatic growth, and maintaining a high quality

of music teaching and learning. D203 has had a significant amount of staffing turnover and instability over the years and we have lost some of the best music educators in the area to local districts because of our model. Programmatic staffing, in our music program, must consider the longevity of the program and ways to ensure consistency in staffing to provide access to curricular and extracurricular music opportunities

- Our plan requires a more consistent and sustainable staffing model that is not solely driven by student course enrollment, but that is created to truly foster the learning experiences we want all students in our district to have access to. Our plan is future driven and considers what we need to enhance and sustain our music program for years to come. Staffing shifts towards the ideal staffing model will be managed within our annual staffing process.
- The entirety of our plan is focused on enhancing the student experience in music across our high schools. We spent a year learning about and learning from past and current practices that have contributed to the current state of our music program. Through a very collaborative partnership between music educators and administrators, we have developed a plan that we believe will have an impact on our students in intentional and meaningful ways. Not only will the plan increase access for more students, it will do so in ways that are relevant and student-centered. This plan considers the culminating experience we want for students, with the potential to positively impact the greater Naperville 203 music student experience as explained in the Naperville 203 Vision for Music Education.
- It is important for our staff and students to have opportunities to learn about the plan and to engage in course planning and decision-making with the changes we discussed in mind. While our plan considers the time that may be needed for a transition, we intend to communicate this plan with stakeholders following this meeting and ensure that stakeholders continue to have ways to be supported through this transition.

Board Questions/Comments:

Thank you for the report and for the comprehensive analysis.

Why did students not participate in the cocurricular portion of music?

Dr. Holland responded that those questions were asked. Many who are here were not in the district then. Students chose courses that may have been weighted.

Is there a concern that we will see a decrease in extracurricular participation?

Mrs. Willard stated that there is room for music; this can also be addressed in a four year plan. Students will be more thoughtful.

Those who are already taking this as an extracurricular are finding time to do this. Not clear why there was a drop off.

Mrs. Willard responded that if we reinstate the cocurricular, they would have to fit it in. It is a different planning mindset. Since it is not a requirement they do not have to take it.

Still trying to work on the practical application.

Big supporter of music program. Excited that we are looking at ways to improve it.

This is coming as a report instead of something that we vote on. This significant change may warrant taking actions.

Superintendent Bridges remarked that Administration did review policies and determined that this is not a new course but a programmatic change. The staffing would be coming in the usual way that we bring staffing.

This seems like a big enough change that it would require action.

I understand and appreciate the need for additional time in the teaching. I would like to see us reinstating the cocurricular component. I have concerns about the lunchtime commitment and the technical courses. Did we consider first going back to the cocurricular involvement to get data to see if it has an impact on our extracurricular involvement?

Mr. Janssen noted the goal was to look at data and see how it impacted our instruction. Through the research, we found many who will not stay in the curricular but would do the extracurricular. We have

seen a decrease in the literacy of our students. We have spoken to many districts who follow this model and they have found this helpful. We already have students seeking this instruction and this gives them a formal way.

This may turn students away.

Counterintuitive that we have not changed staffing when there has been a drop in enrollment. Not understanding why we are adding staff. Would there be extra requirements on staffing? Why are we adding a staff person for a full day when we have a need only for three lunch periods?

Dr. Holland responded that courses are cotaught so we have two teachers.

Orchestra is not being co taught but band is?

Mr. Janssen noted that most districts have something similar to IPSD204. We modeled ours off the 204 model, as it is the most successful.

Do we have staffing that is based on enrollment? What is the indicator of staffing needed?

Mr. Janssen noted we looked at what is the ceiling and what is the floor? What would allow us to see growth?

If there were a drop, when would a discussion happen as to the number of staffing?

Mr. Janssen remarked that the same staff that teaches the curricular component also teach the extracurricular.

Enjoyed the fine arts programming at NNHS. In terms of space, is there sufficient and appropriate space?

Mr. Janssen added that this is happening already, we do move around our space, and we work as a team. It is a puzzle but is attainable.

If a student wants to participate in both a vocal and instrumental extracurricular, can you discuss what that would look like in terms of the curricular requirements and the technique classes?

Mr. Janssen noted they would meet the requirement by being in a curricular technique.

When there was the requirement previously, were there exceptions?

Mr. Janssen stated that we do take that on as a case by case basis. Previously it was a student who had a one off situation. Ultimately, what we want to provide long term we feel confident that we will be able to help students feel good about their growth.

Technique-is that like private instruction?

Mr. Janssen responded no. Private instruction is separate. This is related to the technical skills to the instrument they are playing.

So this sort of splits the difference between a private lesson for those who cannot afford to pay for private lessons by giving them at least a smaller group to be taught in.

Do we see a drop off at a certain grade level?

Mr. Janssen noted the biggest gap we see is the transition between middle school to high school.

Is 204 seeing students stay in the program longer with the model they use?

Mr. Janssen stated the drop off between elementary to middle school to high school is virtually nonexistent.

That makes my heart happy.

What is the feedback you have gotten about the programmatic shifts?

Dr. Holland noted those students would no longer be students in the district any more. My conversations were mainly with staff who were here at the time.

Have there been any conversations with students about the concurrent enrollment.

Dr. Holland remarked no we have not talked to students about this possibility.

What are the percentages of students who are doing this at lunch, outside or not at all?

Mr. Janssen stated we have less than 10% receiving private instruction within our program. There are more who do go outside for private lessons. We do have students coming to us all the time for technical help.

How many are already coming at lunch? Are you expecting a big jump in numbers?

Mrs. Willard responded no staff want their enrollments to drop. We are hearing from them that they are willing to tell students they have to do this concurrent enrollment. All instructors feel deeply about this

so we are convinced this will work. This is a similar situation to adding SOAR and WIN to make it equitable for both staff and students.

Extracurricular enrollment stayed flat. If we bring back the cocurricular component, what are the 150 students taking now instead of music.

Mrs. Willard stated they are taking many different courses.

Is there a trend as to what they are doing?

Mrs. Willard added that some do courses in summer.

Would like to understand that a little bit more. Would the decline that would occur create a threshold in something else?

Mrs. Willard noted that we could get that information.

Dr. Holland added that many students want to take courses that are weighted; the idea is to create a passion for learning. We really want to reinvigorate our music program. We have an opportunity to build a program we want and to make students excited to explore music.

Superintendent Bridges added that Music educators have told us that this is a discrepant part of our program. We do not see this as a way that will make students move away from other courses.

It will compete with something and we need to understand where that drop will occur.

We may be comfortable with the tradeoff but we need to know what that is.

Superintendent Bridges agreed there would be tradeoffs but I want to caution that we may not find the 150 going to one specific course.

I have heard that many students are seeking this technical support are they doing it more than

Mr. Janssen noted there are students who would never leave the music area. Safe to say that the majority of students are seeking support.

What happens to the students who are there more than twice a week?

Mr. Janssen stated we are not available to them five days a week. We use a peer model.

Asked some questions about staffing in our benchmark districts. Are they staffing by enrollment? Can I get that information next time?

Concern is the mental health and adding an additional 50 minutes per week for technical support. Maybe they need the break and now we are requiring it of them.

Dr. Holland noted that we already have required courses/supports during lunch. Many are already seeking other spaces because they do not need the whole 50 minutes.

Mrs. Willard added that for some it their SEL support.

How will compete with those students who need the academic support?

Dr. Holland discussed creating a flexible model that allows for those discussions.

Would like to understand if Board would like to bring this for action.

Superintendent Bridges responded that we would put this on hold due to the number of questions. We will work with staff to decide when we bring this back to the Board of Education.

President's Report

As part of the Illinois Association of School Board, we have quarterly meetings with our state superintendent. I was able to speak with her about the change from the IAR to looking at NWEA Map as a part of the school improvement plans given the dynamics with the October 31 deadline for the school report card public release date. We also had great discussions about SEL and a variety of other areas.

Board of Education Reports:

None.

Discussion without Action:

None.

Discussion with Action:

Amendment of 2022-2023 Budget
Administration recommends approval as presented.

Board Questions/Comments:
None.

Charles Cush made a motion to approve the amendment of the 2022-2023 Budget as presented, Donna Wandke seconded. Those voting yes: Cush, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. Those voting no: None. Absent: Casey. Motion carried.

Transfer from O&M to Capital Projects Fund
Superintendent Bridges noted the Resolution in BoardDocs to transfer funds from the O&M fund to the Capital Project Fund. Recommended approve as presented.

Board Questions/ Comments:
None.

Joe Kozminski made a motion to approve the transfer of fund from the O&M fund to the Capital Projects Fund as presented, Kristine Gericke seconded. Those voting yes: Fitzgerald, Kozminski, Gericke, Cush, McMillen, and Wandke. Those voting no: None. Absent: Casey. Motion carried.

2022 Tax Levy Determination
Annually the Board sets a levy. Administration recommendation is to approve as presented.

Board Comments/Questions:
Approving this as presented does not preclude us from making an adjustment in the future?

Superintendent Bridges responded correct.

Normally I would support the levy beyond our normal levy to include the extension of additional properties and then we adjust it later but because we have a different timeline and the legislation with the 60 days, we have not further discussion on reducing the levy and the fact that it is above the five percent in relation to supporting the needs of our taxpayers, I am not going to be able to support this.

The five year financial forecast is important to look at to see if we are going to have any deficits. Mr. Frances has worked very hard to get salaries and benefits to match our budget.

Just looking at the out years, I feel confident in the work that you have done. I feel concerned that we cover ourselves to have conversations about adding staff, adding sustainable initiatives. Could you explain for us if we were to utilize that tool and have a lower Levy and then continue to have the kinds of inflation we are seeing, how that would work given that we are limited by the five percent?

Mr. Frances noted that we do not know the 2022 CPI; we will know it in a month. The new law allows you to have a lower levy and in future years recapture. However, the amount is still 5% so we would not be able to recapture anything. The new law is not just for this levy but will be available

I recognize that it is a big number but it is important to think of the district now and in the future. We are always concerned with taxpayers. As a board, we have used the tools available to us to return money to the taxpayers; we have abated every year since I have been on the Board.

Amanda McMillen made a motion to approve the 2022 Tax Levy as presented, seconded by Kristine Gericke. Those voting yes: McMillen, Fitzgerald, Kozminski, Gericke, and Cush. Those voting no: Wandke. Absent: Casey. The motion carried.

PE Waiver
Recommendation to approve as presented.

**Board Comments/Questions:
None.**

Amanda McMillen made a motion to approve the PE Waiver as presented seconded by Charles Cush. Those voting yes: Cush, McMillen, Fitzgerald, Kozminski, Gericke, and Wandke. Those voting no: None. Absent: Casey. The motion carried

**Designate Individual(s) to Prepare the Budget
Required by law. Recommend that Michael Frances be designate to prepare the budget.**

Board Comments/Questions:

Charles Cush made a motion to designate Michael Frances to prepare the budget, seconded by Donna Wandke. Those voting yes: Kozminski, Cush, Wandke, McMillen, Fitzgerald, and Gericke. Those voting no: None. Absent: Casey. The motion carried

2024-2025 Calendar

Superintendent Bridges stated that it is hard to please everyone. Prepared according to Board Policies and criteria. This has gone thru a number of feedback loops and best meets the criteria.

Board Comments/Questions:

Have we specifically send this to staff?

Superintendent Bridges noted that it was not sent specifically to staff but was discussed with all unions and posted on the website.

I would like to consider presenting the calendar to all staff.

Superintendent Bridges responded that we have the potential to put groups in conflict. If the board wishes, we can update a survey to get feedback.

Wanted to let staff know that this was in draft form and they could give feedback to union leadership.

Not a bad idea as long as we let it be known that there are some things that cannot be changed. Glad that we have representation of employee groups on the calendar committee.

What did you mean by getting additional feedback? The criteria was set long ago so maybe we do need to look at it again.

I would like to see us send this to staff and the vote at the next meeting.

Superintendent Bridges asked what kind of feedback are you hoping to gain?

My understanding to share was not for additional feedback. This was to share it to let them know this is coming. The point is to go an extra step to make sure they have their eyes on it.

Superintendent Bridges responded there will be feedback and the board will have to determine what the next steps will be with the committee work.

That request was made previously.

Superintendent Bridges responded that we could send to staff and come back at the second meeting in January.

The committee work is great and important.

We will see action at the second meeting in January.

I was not implying that no one did something they were not asked to do.

Donna Wandke made a motion to delay a vote on the 2024-2025 Calendar until the second meeting in January, seconded by Charles Cush. Those voting yes: Wandke, Gericke, Fitzgerald, McMillen, Cush, and Kozminski. Those voting no: None. Absent: Casey. The motion carried

School Improvement Plans

Superintendent Bridges noted that the School Improvement Plans were presented at the last meeting. Administration recommended approval as presented.

Board Comments/Questions:

In the past we would had schools come and do an update. How do we understand the accountability of the goals and were they accomplished? Can we add some follow-up on if goals are achieved?

We had data, maybe not last year the most recent year where we had the IAR. I know we had some difficulties with not having data during the pandemic. I believe we had implemented a practice where we would put in the SIP previous results. This year we changed our markers and many of our schools have utilized the NWEA Map or other things.

They still had a plan last year and I do not have the follow up from the SIP plan from last year.

Dr. Nolten stated that the last clean data we have is from 2019. We can revisit and summarize accomplishments.

This new set of goals is difficult for us to be able to tell from previous years without that data.

Superintendent Bridges noted that we discussed previously that we allowed schools to use different goals around SEL and belonging.

I do not know what the feedback is from last year.

Mrs. Xagas added that we have the data but not in a format to share.

Going forward, we do want to have data shared regarding goals.

Hard to know without follow up.

Want to make sure that schools are moving forward.

Superintendent Bridges noted the SIP is done best by the school teams. If the goal is not met, that is a learning point for SIP teams.

Happy to provide an overall report.

Dr. Nolten stated we could pull a summary of goals across the district.

Going forward we will ask for showing of data year over year.

Want to make sure that we are building into the plans that our cohorts are not going backwards.

Some plans had specific language about where the cohorts are.

Superintendent Bridges stated that our schools are committed to growth of the whole student body. They look at data by student, by cohort.

I want to have it explicitly stated.

Superintendent Bridges noted we would express your comments to our Principals.

It is difficult for the board to understand the growth without data.

Is it too much to ask to get a semiannual update on the SIP plans?

Superintendent Bridges responded that we would review the process and see what that may work to satisfy that request.

Amanda McMillen made a motion to approve the School Improvement Plans as presented, seconded by Kristine Gericke. Those voting yes: McMillen, Gericke, Fitzgerald, Wandke, Cush and Kozminski.

Those voting no: None. Absent: Casey. The motion carried

Policy Update PRESS 108/ Update

PRESS service Presented first in November. We have received no new questions since the first meeting.

Board Comments/Questions:

Did we review the questions that were asked?

Superintendent Bridges stated that the questions and answers were posted in BoardDocs and there were no additional questions.

There were some questions asked and changes made to the Dress Code policy.

In regards to Policy 5.50, what is the communication to staff going to be?

Mr. Ross stated that he would review with Union leadership and start there.

In 5.80 will we be paying all staff and not just licensed?

Superintendent Bridges stated that with the response we gave, yes all would be paid.

Has 2.110- been delegated to HR?

Superintendent Bridges remarked that it does not need to be noted in the policy because it is the carrying out of the policy.

Wanted to be sure that there is an annual review.

Policy 2.230-was this board discussion?

There are some procedural changes and most of these are legislative changes.

Thought we were going to have discussion on that so are we all in agreement that it should be no?

This has been checked no the whole time.

I want to make sure our colleagues are on the same page.

Amanda McMillen made a motion to approve the Policy Update Press 108 update as presented, seconded by Joe Kozminski. Those voting yes: Kozminski, McMillen, Wandke, Gericke, Fitzgerald, and Cush. Those voting no: None. Absent: Casey. The motion carried

Consideration of Board of Education Expenses Expenses from Triple I-LEND

Board Comments/Questions:

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

Old Business

None

New Business

None

Upcoming Events

Winter Holiday Break begins on December 22, 2022. The next Board of Education meeting will be held on January 9, 2023.

Adjournment

Kristine Gericke moved seconded by Charles Cush to adjourn the meeting at 10:13pm. A roll call vote was taken. Those voting yes: Cush, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. Those voting no: None. Absent: Casey. The motion carried.

Approved: January 23, 2023

Kristin Fitzgerald, President, Board of
Education

Susan Patton, Secretary, Board of
Education