
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 February 20, 2024 AT 7:00 P.M., CLOSED SESSION 5:00 p.m.

Call to order

President Kristine Gericke called the meeting to order at 5:00 p.m. Board members present: Kristine Gericke, Kristin Fitzgerald, Joe Kozminski, Amanda McMillen, and Donna Wandke. Charles Cush joined via phone at 5:04pm and left the meeting at 6:00pm. Absent: Melissa Kelley Black.

Administrators present were:

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

Closed Session

Donna Wandke moved, seconded by Kristin Fitzgerald to go into Closed Session at 5:01 pm for consideration of:

- 1.
2. Pursuant to 5 ILCS 120/2(c)(21) Discussion of minutes lawfully closed under the Open Meetings Act, whether for purposes of school board approval of the minutes or semi-annual review of the minutes as mandated by the Act. 01/22/2024, 02/05/2024.
3. Pursuant to 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel, including hearing testimony on a complaint lodged against an employee or legal counsel to determine its validity.
4. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the school board 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)(11) Litigation, when an action against, affecting or on behalf of the school board has been filed and is pending before a court or administrative tribunal or when the school board finds an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

Those voting yes: Fitzgerald, Gericke, Kozminski, McMillen, Wandke. Those voting no: None. Absent: Cush, and Kelley Black. The motion carried.

The Board of Education entered closed session at 5:01 pm.

Meeting Opening

Donna Wandke made a motion, Amanda McMillen seconded by to return to Open Session at 7:01 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, Wandke, and Kozminski. Those voting no: None. Absent: Cush, and Kelley Black. The motion carried

Welcome and Mission

Kristine Gericke welcomed all and read Naperville Community Unit School District 203's Mission Statement.

Roll Call

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

Student Ambassadors present: Nina Mantel and Kimani Smith

Administrators present: Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer, 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, 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 Kingsley Elementary School

Superintendent Bridges welcomed Kingsley Principal Traci Furbee who had her students introduce themselves.

Recognition

NNHS Science Bowl State Champions

NNHS Principal Posey and Science Bowl Coach Kevin Farrell recognized the students of the Science Bowl who won 1st place in the State competition for the 8th year. They will next compete at the national level in Washington, D.C. in late April.

NNHS Presidential Scholars

Superintendent Bridges and Principal Posey recognized six students from NNHS who were named as Presidential Scholars.

NCHS Presidential Scholars

Superintendent Bridges and Principal Thornton recognized two students from NCHS who were named as Presidential Scholars.

Good News

Last week, several Naperville 203 students and staff members were recognized by KidsMatter and the Collaborative Youth Team for their extraordinary acts of kindness! Congratulations to Naperville 203 School Services Manager Maureen Dvorak; Lincoln Junior High Principal Andrea Szczepanski; Prairie fourth-graders Ava, Philip, and Claire; and 10 staff members from Elmwood!

Student Ambassadors Reports:

Nina Mantel, NNHS

Athletics:

- Winter sports coming to a close
- Boys and girls basketball wins cross town game vs central and entering playoffs
- Boys swim wins DVC
 - At sectionals, 8 state qualifying events and one school record
- Girls wrestling has 7 regional wrestlers, demonstrating great growth in the sport at NNHS
- Girls gymnastics sent two girls to sectionals
- Girls dance placed 10th at state
- Spring sport tryouts and registration next week

Arts:

- Spring play “Almost, Maine” Jan 26-27th
- Orchesis performed shows from Feb 8-10th, showcasing a variety of dancers at different experience levels
- NNHS hosted show choir competition called Clash of the Sequins last weekend, teams from various states attended

Activities:

- NNHS’s Science Bowl won state (8th time in a row) and move on to nationals

Academics:

- 6 students selected as United States Presidential Scholars Program candidates

Schoolwide:

- 5 essentials survey to assess NNHS’s school environment for students
- Healthy relationships week - Feb 12-16th
 - Lunch chats in cafeteria with opportunities to speak about how students can maintain healthy relationships and speak about their needs
- Second blood drive of the year coming up February 21st
- Introduced St. Baldrick’s event where students and teachers can become shavees - raise money and then shave their head in mid-March to help spread awareness and research cures for childhood cancer awareness

Initiatives:

- Currently a member of D203’s portrait of a graduate development team
- D203 parents, teachers, administrators, and students attend meetings to work collectively in order to formulate a vision that encapsulates what a D203 student looks like - reshape the district as the world around us is constantly changing

Kimani Smith, NCHS

- Hello! Thank you for having me again. My name is Kimani Smith, I am a junior at Naperville central high school. Alongside the previous Naperville Central representatives Olivia and Javier I am the last board of education ambassador. As I said the last time I was here, in order to most effectively share my experience at Naperville Central, it's important I let you all know what I am a part of. I am a part of our gymnastics program, rotary club, ambassadors club, red crew, student superintendent advisory council, elite sports program, and teen philanthropy initiative program.
- Wrapping up our winter sports, boys swim and dive went to sectionals last Saturday alongside wrestlers Chris Bern, Will Erbeck, Nico Besteiro and Hagan Taylor who are going to state. Congratulations to Nina Rao and Harshee Shah who both made it to the speech state finals and both ended up 6th in the state for their division!! Our spring sports were kicked off with our charity badminton tournament in honor of student Shannon Xu.
- As far as school spirit and activities we had our winter formal assemblies where I got the opportunity to shave a teacher's head in honor of St. Baldricks leading up to our winter dance on February 10th that was a success for all students. Recently, at Naperville Central, we have begun “Fab Fridays” in our learning commons which are arts and crafts activities to do during your lunch period. These activities encourage students to use their phones less and partake in more creative ways to kill time.
- Congratulations to Christine Bell who has been awarded the CTE Instructor of the Year! With 17 of her 22 years of experience in teaching business classes here in District 203, she brings a wealth of knowledge and dedication to her role. From a personal account, I can say that having Mrs. Bell as a teacher has truly enriched my experience as a student. Her high standards and constant push for success from her students is admirable. Congratulations again Mrs. Bell you deserve it.

- Otherwise, our last month has rolled in pretty calmly. For me personally, I enjoyed our school spirit activities at central like the assemblies and dances and have felt supported by peers and staff academically.

Superintendent’s Student Advisory Council Mid-Year Update
Superintendent Bridges and Dr. Danielle Lusby, Director of Outreach and Belonging updated the Board and Community on the work of the Superintendent’s Student Advisory Council.

- Last year school-year, I had the honor of launching our first Superintendent’s Student Advisory Council and it has been nothing short of an impactful and meaningful experience.
- The Superintendent’s Student Advisory Council is a vehicle for me to learn about the experiences of our students in the district, directly from our students. Providing students with an opportunity to share their experiences in our district assists me with considering ways to ensure that they have what they need to flourish.
- I have been grateful to partner with our Outreach and Student Belonging Directors, Dr. Danielle Lusby and Dr. Sandra Russell-Smith to facilitate the council. This work is also supported by Dr. Chala Holland and Mrs. Allison Boutet, who are our high school and junior high school assistant superintendents.
- Building off of the focus from last school-year, the group continues to focus on
- student belonging in 203. It’s important to me to continue this theme because everything we do in the district needs to consider who students are, what students need, and how they are engaging. There is no belonging without engagement. Student belonging is really about our students knowing and feeling that they MATTER to us. Our achievement outcomes and the feedback we continue to receive from our students indicate that there is still some work to do in this area, so we have maintained our theme.
- Dr. Lusby will now provide a quick summary of the recommendations that were made for implementation this school year.
- At the end of the 2022-2023 school-year, students provided recommendations across four key areas: Student Voice, Student Learning, Student Supports and Student Relationships and Engagement.
- An important part of the council’s work is not just to make recommendations, but for us to collaboratively support the implement of the recommendations, providing feedback and insights along the way.
- Our principals have partnered with students and staff to discuss and implement the great recommendations from the council. As a step towards shared accountability, council members scheduled a meeting with their Principals to discuss progress being made within the school.
- We have had guest presenters and speakers. We welcomed Mr. Algenoy Alexander, Dr. Rakeda Leaks, and Mrs. Rebecca Moss. All three of our guests offered insights into topics that align with our theme of student belonging. Their interactive presentations furthered our discussions by providing our council members with ways to disrupt and speak up when there are statements and actions made that do not promote students in being their authentic selves and affirmed in their multiple identities. They really helped us understand the importance and value of being courageous and bold, even when it’s uncomfortable.
- The Superintendent’s Student Advisory Council is a time for open and honest sharing and discussions. We’ve had four sessions so far. Several students will share experiences from this year’s council meetings that have resonated with them.
- The students shared their experiences with being on the SSAC. All spoke about the making of new friends and that this council feels like family. All noted that SSAC has given them a voice, made them feel connected and the chance to make a difference. There were several comments on the importance of a good teacher to student relationship. Would like to see additional workshops for educators on building better relationships with students.

Superintendent Bridges thanked all the students who came and gave this mid year update. There will be a full report with recommendations at the May 20 meeting.

Public Comments

There were no public comments.

Monthly Reports

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

Board Questions/Comments:

None.

Action by Consent:

1. **Bills and Claims** from WARRANT NO.1057618 THRU WARRANT NO.9000000065 TOTALING \$22,928,332.03 FOR THE PERIOD OF January 23, 2024 to February 20, 2024.

2. Adoption of Personnel Report

	Effective Date	Location	Position
RETIREMENT-ADMINISTRATION			
Marion Friebus-Flaman	30-Jun-24	PSAC	Director of Language Acquisition
Robert Quinn	30-Jun-24	NNHS	Athletic Director
Robert Ross	30-Jun-24	PSAC	Chief Human Resources Officer
Suzanne Salness	30-Jun-24	Mill Street	Principal
RETIREMENT-CERTIFIED			
Noel Anderson	End of 23-24 SY	Prairie	Art Teacher
Jacqueline Benyo	End of 23-24 SY	Ranch View	4th Grade
Kristin Brindle	End of 23-24 SY	Beebe	EL Teacher
Michael Buckley	End of 23-24 SY	Mill Street	Kindergarten Teacher
Carmen Ceresa	End of 23-24 SY	MJHS	Vocal Music Teacher
Keri Churchill	End of 23-24 SY	Meadow Glens	Speech Language Pathologist

Lynn Cibils	End of 23-24 SY	WJHS	Learning Behavior Specialist
Lisa Connell	End of 23-24 SY	Mill Street	2nd Grade Teacher
Jeanine Crockett	End of 23-24 SY	Mill Street	Math Intervention Specialist
Lois Curran	End of 23-24 SY	NNHS	School Nurse
Tina Dohm	End of 23-24 SY	NCHS	Math Teacher
Timothy Johnson	End of 23-24 SY	NNHS	Social Studies Teacher
Edward Joyce	End of 23-24 SY	NNHS	World Language- Latin Teacher
Peter Kramer	End of 23-24 SY	NCHS	PE Teacher
Donna Lehmann	End of 23-24 SY	Mill Street	3rd Grade Teacher
John Myers	End of 23-24 SY	JJHS	Spanish Teacher
Irisbelsy Rivera	End of 23-24 SY	LJHS	Spanish Teacher
Christine Roy	End of 23-24 SY	Mill Street	Learning Support Coach
Jill Ryan	End of 23-24 SY	Prairie	4th Grade Teacher
Kimberly Schatz	End of 23-24 SY	LJHS	Language Arts Teacher
Jayne Schmidt	End of 23-24 SY	Meadow Glens	1st Grade Teacher
David Sladkey	End of 23-24 SY	NCHS	Mathematics Teacher
Linda Smith	End of 23-24 SY	Meadow Glens	School Social Worker
Anne Specht	End of 23-24 SY	Ranch View	Learning Behavior Specialist
Cynthia Wood	End of 23-24 SY	NNHS	EL Teacher
RESIGNATION-CERTIFIED			
Barb Watson	8/11/2024	NCHS	Spanish Teacher
Heidi Henry	5/23/2024	Highlands	3rd Grade Teacher
Leah Johnson	5/23/2024	NCHS	Science Teacher

Kaitlyn Anderson	5/23/2024	Steeple Run	Learning Behavior Specialist
Jeffrey DiOrio	5/23/2024	NNHS	Mathematics Teacher
Lindsey Lichtenberg	5/23/2024	Lincoln JHS	Mathematics Teacher
Jenna Cole	5/23/2024	River Woods	Learning Behavior Specialist
Katelyn Shields	5/23/2024	Kingsley	Kindergarten Teacher
APPOINTMENT-CERTIFIED FULL-TIME			
Daniel McLaughlin	2/5/2024	NNHS	Learning Behavior Specialist
REVISED CONTRACT-CERTIFIED FULL-TIME			
Lisa Tyler	2/26/2024	Elmwood	School Psychologist
LEAVE OF ABSENCE-CERTIFIED			
Lindsey Frye	11/4/24 - 12/20/24	NCHS	Science
Taylor Hey	10/8/24 - 11/8/24	Scott	Gifted
EXTEND LEAVE OF ABSENCE-CERTIFIED			
Alexis Linder	SY 24/25	Beebe	Kindergarten
Laura Wirtz	SY 24/25	LJHS	Science
Ashlee Cravatta	SY 24/25	MJHS	Language Arts
Lauren Mildice	SY 24/25	Maplebrook	Art
Victoria Donnelly	SY 24/25	PSAC	Project Manager
Renee Bodach	SY 24/25 40%	MJHS	Speech Language Pathologist
Karl Bratland	SY 24/25	NNHS	Learning Behavior Specialist
Kiersten Boesso	SY 24/25	Prairie	Music - Vocal
RETIREMENT-CLASSIFIED			
Theresa Koziel	9/3/2024	Transportation	Bus Driver
RESIGNATION-CLASSIFIED			
Britney Charp	2/6/2024	Scott	Special Education Assistant
Shirley Villalobos	2/4/2024	ARECC	Special Education Assistant
EMPLOYMENT-CLASSIFIED FULL-TIME			
Michael Frederick	2/5/2024	Ranch View	Special Education Assistant

Vani Kommera	2/14/2024	Mill Street	Special Education Assistant
EMPLOYMENT-CLASSIFIED PART-TIME			
Damian DeDivitis	2/5/2024	5th Ave	Computer Support Associate
Daniel Zielinski	2/5/2024	5th Ave	Computer Support Associate

3. **Board Meeting Minutes: 01/22/2024, 02/05/2024**
4. **Closed Session Minutes: 01/22/2024, 2/05/2024**
5. **Resolution on Employee Discipline/Remediation Plan**

Amanda McMillen made a motion to approve WARRANT NO.1057618 THRU WARRANT NO.9000000065 TOTALING \$22,928,332.03 FOR THE PERIOD OF January 23, 2024 to February 20, 2024 and the remaining items on the Consent Agenda seconded by Kristen Fitzgerald. Those voting yes: Kozminski, McMillen, Gericke, Wandke, and Fitzgerald. No: None. Absent: Cush and Kelley Black. The motion carried.

Policy Consent Agenda

PRESS 113 Policy Update for Consent

Superintendent Bridges gave an overview of the policy process. He noted that these policies only had citation changes and no changes to the policies.

Amanda McMillen made a motion to approve the PRESS 133 Policy Update on the Policy Consent Agenda seconded by Joe Kozminski. Those voting yes: McMillen, Kozminski, Fitzgerald, Gericke, and Wandke. No: None. Absent: Cush and Kelley Black. The motion carried.

Communications

Written Communications

Freedom of Information Requests:

Grados Freedom of Information Act Request-Learning Services Information
 LRS Freedom of Information Act Request- Business Office Information
 Sutton Freedom of Information Act Request- Human Resources Information

Superintendent Bridges

Superintendent Bridges gave an overview of the Portrait of a Graduate work. The next meeting will be held on February 28 and the final meeting will be held on April 3. Both meetings will be held at Kennedy Junior High.

President’s Report

President Gericke reminded all that the DuPage Division dinner will be held on March 5. Please let Susan know if you can attend. She also reported that she will be attending the COSSBA conference in Dallas later this week. Reviewed that this year we would pilot the conference this year. At a future meeting the Board will decide how to handle attendance at this conference.

Board of Education Reports:

Vice President Fitzgerald reported on the February 6 SARC committee. Thanked Dr. Nolten for his help. Talked about aligning standards all the way down to EC. Hoping to have these standards by Summer of 2025.

She then gave a report on behalf of Charles Cush. He attended the NNHS Home and School meeting. He appreciated all the information shared on resources for assessments.

Discussion without Action:

PRESS 113 Updates

Superintendent Bridges noted that these policies have been updated with language based on new legislation. We are collecting questions and will add them to the agenda. We will pull policy 7.190 as we have our own process for updating this policy.

Board Questions/Comments:

For the Healthy Kids program, there is currently no funding, do we think there will be funding. Superintendent Bridges noted that he does not think there will be funding for it.

Discussion with Action:

General and Optional Fees

Superintendent Bridges noted that there have been no changes since these were presented on February 5, 2024.

Board Questions/Comments:

Thank you for bringing the proposal forward to help the buildings and still keeping them as low as possible.

Thank you for the survey that is included in Board Docs.

Donna Wandke made a motion to approve the General and Optional Fees as presented seconded by Amanda McMillen Those voting yes: Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. No: None. Absent: Cush and Kelley Black. The motion carried.

High School Course Fees

Superintendent Bridges noted that these are reviewed annually. There have been no changes since they were last presented. Administration recommends that you approve as presented.

Joe Kozminski made a motion to approve the High School Fees as presented seconded by Amanda McMillen Those voting yes: Gericke, Fitzgerald, Kozminski, Wandke, and McMillen. No: None. Absent: Cush and Kelley Black. The motion carried.

Establish Hourly Rates of Pay

Superintendent Bridges noted that the hourly rates are reviewed annually for some groups. No changes to documents. Administration recommends they be approved as presented.

Board Questions/Comments:

Will we have the opportunity to revisit if this increase is having an impact on substitute teachers?

Superintendent Bridges reminded the Board that these don't take effect until 2024-2025.

Can you review this increase and other actions we have put in place to help with staffing?

Mr. Ross reviewed surge pay, paying retired 203 teachers a higher rate. We have often come mid year if we want to offer additional finding. We have seen some improvement but want to see more.

Thank you for the research you did to answer our questions. I appreciate the measured approach.

Donna Wandke made a motion to approve the Hourly Rates of Pay as presented seconded by Joe Kozminski. Those voting yes: McMillen, Kozminski, Fitzgerald, Wandke, and Gericke. No: None. Absent: Cush and Kelley Black. The motion carried.

Approval of Settlement Agreement and Release with the Estate of David M. Sears, deceased

Kristin Fitzgerald made a Motion to Approve Settlement Agreement and Release with the Estate of David M. Sears, deceased and authorization to Dan Bridges, Superintendent of Schools to execute Settlement Agreement on behalf of Naperville Community Unit School District 203 seconded by Amanda McMillen. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, and Kozminski. No: None. Absent: Cush and Kelley Black. The motion carried.

Old Business

None

New Business

None

Schedule of Events

We will be back to our regular schedule of the first and third Mondays in March.

March 25 will be the start of Spring Break.

April 16 is the date of NEF's Building a Passion Breakfast.

Adjournment

Amanda McMillen moved, seconded by Joe Kozminski to adjourn the meeting at 7:54pm. A roll call vote was taken. Those voting yes: McMillen, Fitzgerald, Wandke, Kozminski, and Gericke. Those voting no: None. Absent: Cush and Kelley Black. The motion carried.

Approved: March 18, 2024

Kristine Gericke, President, Board of Education

Susan Patton, Secretary, Board of Education