

### **Call to order**

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

Administrators present were:

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

Others Present:

Julie Scott - Superintendent Intern  
Brian Hextell, PMA  
Fenil Patel, PMA

### **Closed Session**

Amanda McMillen moved, seconded by Donna Wandke to go into Closed Session at 6:01 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 or legal counsel, including hearing testimony on a complaint lodged against an employee or legal counsel to determine its validity.
2. 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.
3. Pursuant to 5 ILCS 120/2 (c)(7) The sale or purchase of securities, investments, or investment contracts.
4. 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: Cush, Fitzgerald, Gericke, Kozminski, McMillen, Wandke, and Kelley Black.

Those voting no: The motion carried. The Board of Education entered closed session at 6:01 pm.

### **Meeting Opening**

Donna Wandke made a motion, seconded by Charles Cush to return to Open Session at 7:11pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, Kelley Black, Wandke, Cush, and Kozminski. Those voting no: None. 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, Charles Cush, Amanda McMillen, Joe Kozminski, Melissa Kelley Black, and Donna Wandke.

**Student Ambassadors present:** None.

**Administrators present:** Dan Bridges, Superintendent, Allison Boutet, 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, 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:**

Congratulations to Naperville Central’s Christine Bell on being selected as a Career & Technical Education Instructor of the Year! The award is earned by demonstrating innovation, passion, and advocacy for CTE. Christine’s dedication to her students and passion for teaching make her truly deserving of this recognition. We are proud to have her as a leader of CTE and part of the Redhawk and Naperville 203 community.

On Saturday, February 3rd – the second month and third day of the year – our Naperville 203 community celebrated 203Day by Elevating gratitude, giving, and a celebration of the people, places and things that make Naperville 203 so special. It was great to see all of the pictures on social media of people showing gratitude, appreciation, and performing acts of kindness. Thanks to all who participated.

Proclamation from City Council declaring February 3, 2024 as 203 Day in the city. Congratulations!

**Public Comment:**

President Gericke gave the parameters for public comment.

Sarah Grew up in D203. Sex education always seems to be lacking. Beginning in 5<sup>th</sup> grade it seemed that teachers didn’t really want to expand on the subject. In my capstone, I knew that I wanted to do a comprehensive study on sex education. D203 has not adopted the comprehensive sex education. I understand there are people in IL who do not want the comprehensive sex ed. Parents want students to be taught more. More class time needs to be spent on sex education. Parents can opt out students.

Lily Taylor, senior NCHS. Capstone study on eating disorders. My goal was to revamp health curriculum to add a more robust curriculum on eating disorder. Met with teacher on what is taught. Can be a sensitive topic. What if we adopted a program like SOS to have people come in and teach students about this topic?

As a reminder, the Board of Education has designated the Superintendent to respond to public comments.

**Action by Consent:**

**1. Adoption of Personnel Report**

	<b>Effective Date</b>	<b>Location</b>	<b>Position</b>

<b>RESIGNATION-CERTIFIED</b>			
Casandra Stevens	1/25/2024	NNHS	Learning Behavior Specialist
Mary Hoffman	2/7/2024	MJHS/ Ranchview	Speech Language Pathologist
Michelle Platt	1/30/2024	PSAC	School Psychologist
Nora Plank	2/11/2024	KJHS/WJHS	Occupational Therapist
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Kerry Senesac	1/22/2024	Beebe Elementary	Learning Behavior Specialist
<b>APPOINTMENT-CERTIFIED PART-TIME</b>			
Nora Plank	2/12/2024	KJHS	Occupational Therapist
<b>LEAVE OF ABSENCE-CERTIFIED</b>			
Kelsey Myers	3/6/24 - 4/12/24	NNHS	Learning Behavior Specialist
<b>RESIGNATION-NON-UNION CLASSIFIED</b>			
Alex Mayster	2/19/2024	PSAC	Executive Director Communication s
<b>RESIGNATION-CLASSIFIED</b>			
Guadalupe Olaguez	1/22/2024	Elmwood	Dual Language Assistant
Jodi Chung	1/26/2024	WJHS	Special Education Assistant
Sapna Kamath	2/9/2024	Mill Street	Special Education Assistant
Robert Genualdi	1/28/2024	Transportation	Bus Driver
Diane Thompson	12/21/2023	Building and Grounds	Custodian
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Maeve Rice	1/22/2024	Meadow Glens	Special Education Assistant
Jessica Reynoso	2/20/2024	PSAC	District Enrollment Secretary
<b>EMPLOYMENT-CLASSIFIED PART-TIME</b>			
Carmen Perez	1/22/2024	NNHS	HS Registrar - PT

## 2. Bid: Kingsley Window Replacement

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

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

Superintendent Bridges noted that a Board member has requested more information on eLearning. Superintendent Bridges will meet with the Board member to ask more clarifying questions. Expect a report the second meeting in March.

Superintendent Bridges reported on the Portrait of a Graduate meetings. He noted that Mrs. Gericke and Mrs. Fitzgerald are representing the Board of Education. He explained who is attending these meetings and how they were chosen.

### **Updated Five Year Financial Forecast**

**Superintendent Bridges noted that Mr. Frances does this report at least twice a year. Once in the Fall and usually in February when the CPI is known.**

- We typically update that projection upon the final release of the year-end consumer price index used in tax cap legislation and any other information that has become known since we first presented.
- The annual CPI used for tax caps has the most impact on our financial forecast. The last two adopted levies were limited to a 5% cap even though CPI exceeded that amount in both calendar years 2021 and 2022. The levy lags a year behind, so the 5% cap value was used for the 2022 and recently adopted 2023 tax levies.
- In November, we were projecting a CPI for calendar year 2023 to be used next December for the 2024 levy at 3.7%. This was the year-to-date value through October of last year. The final and actual CPI for last year which came in at 3.4% and will be the maximum tax cap increase for the 2024 tax levy next December.
- This projected fund balance has been updated to reflect the slightly lower than anticipated CPI. Since we defer the early collection of June taxes to the subsequent fiscal year, there was no change to FY25 estimates. Starting in FY26, the lower CPI results in approximately \$1 million less in annual revenue from taxes or about \$4 million in total through fiscal year 2029.
- While the current year budget has \$4.8 million deficit, we are tracking better than that through the first half mainly due to again greater than anticipated corporate personal property taxes as well as investment income as short-term interest rates are at a 23 year high.
- We are just beginning budget season for the upcoming year and will be bringing that along with an amended budget for the current year in the next few months.
- As always, all results are dependent on the current set of assumptions and will be updated as we begin to build the fiscal year 2025 budget.

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

**None.**

### **President's Report**

**President Gericke mentioned 203 Day. The district will be recognized at City Council tomorrow night. Please let Susan know if you would like to attend.**

**She discussed the Portrait of a Graduate meetings and is looking forward to the next two meetings.**

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

**Ms. Kelley Black reported on the Diversity Advisory meeting. Discussed how to take topics to schools.**

**She also asked how the Board and parents access the Panorama information, how do we find that presentation?**

Superintendent Bridges noted that we do that presentation with the data in the fall.

**How do we find that presentation?**

It is in BoardDocs.

**I have heard a lot of parents who want to be involved. Do we have a list?**

Superintendent Bridges responded we don't have that at the district level. Each building has a list because they have different committees.

**I would like to make it easy for parents to be involved. How are they selected to be on committees?**

**Direct them to their buildings to see what is available to them.**

Superintendent Bridges added that this is not an agenda item so we are not prepared to discuss this at the depth you are asking. I can send you the dates when the board liaisons are appointed.

**Ms. Kelley Black reported on attending the Workforce Innovation Council. Looked at top skills.**

**Ms. Kelley Black also reported she attended the Faculty meeting at KJHS. Got a physical tour of the building.**

### **Discussion without Action**

#### **General and Optional Fees**

**Superintendent Bridges noted that annually the Board must approve general and optional fees. Recommend your approval at the next BOE meeting.**

### **Board Questions/Comments**

**Help me understand how we help families who cannot afford these fees.**

Mr. Frances remarked that we have a fee waiver policy. Free and Reduces Lunch families are exempt from most fees. We take all situations under consideration.

**Is there a Board policy that sets the criteria? What about families that don't meet the criteria for FRL? Does this limit students from participating?**

Superintendent Bridges responded no. Schools will work with families.

Mrs. Xagas added about the Kids Booster grants from NEF. We are always working with building staff to identify families who might need some support.

**Do we have community engagement to get feelings on what the fees are?**

Superintendent Bridges noted we typically have not done a survey on fees. We do look at our benchmark districts. Ours are generally lower than most other districts.

Mr. Frances added that general fees are the same as they were in 2007-2008.

**Classroom teachers and building level staff have better knowledge of what families need.**

**There are other fees to participate like for uniforms? Do we look at the fees for activities?**

Superintendent Bridges responded that High School Deans of Activities and AD's look at those.

Dr. Holland added that the High Schools look at all fees and have created a rubric. They are communicating with students and families how and where to go if they need support. We have a lot of resources and have mapped out this communication. We have student advocacy specialists who students go to if they are in need of help. We also have community members who donate for students who need support.

**Are some expenditures are paid from these fees?**

Mr. Frances remarked that some of the expenditures are paid from Allied accounts which comes from fees.

Superintendent Bridges added these are general and optional fees which have input from the schools.

**These fees don't cover the whole cost of all of these activities. Some of these fees are really utilized by students. The cost per student is greater than the fee.**

**Can we put the graph of benchmark districts in BoardDocs?**

Superintendent Bridges responded yes.

**Are all the fees on the graph?**

Superintendent Bridges noted the data we have is in response to a survey on student fees and may not dive that deep.

### **High School Course Fees**

Superintendent Bridges noted annually the BOE approves the High School Course fees. Dr. Holland noted that both High Schools have worked to make sure the fees are more closely aligned. There are some contextual differences especially in terms of who each high school may partner with. Some increases may be because of increases in printing costs, curriculum revisions and changes in publisher prices.

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

#### **Can you explain the contextual and partnership differences?**

Dr. Holland explained that each school may work with different organizations within their school.

#### **Is there a coordination with vendors?**

Dr. Holland noted that each school has differences in creativity so we do allow some autonomy with the schools. We don't require the schools to use the same printers due to what the schools need.

#### **Do parents think about the differences in fees between the schools?**

Superintendent Bridges explained that experiences are different and while we have aligned the costs, there are some differences in needs and desires of students.

Dr. Holland noted there are maybe only three differences in fees.

#### **When there is a cost decrease what is the reason?**

Dr. Holland noted that an instructional change made and they no longer need to purchase Raspberry Pie Software.

#### **Want the outcome to be opportunities for students.**

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

**Superintendent Bridges stated that we look annually at the rates of pay to these nonunion positions.**

**Mr. Ross stated that this comes to the Board of Education each year for discussion. These rates will be for July 1, 2024-June 30, 2025. The first page of the memo in Board Docs is related to the change in minimum wage law in Illinois. We have been on a plan to increase our rates of pay will meet the state minimum wage of \$15 in 2025.**

### **Board Questions/Comments**

**Thank you. I want to focus on the second page of the memo, specifically Substitute pay. In your research, I am assuming you have done some comparisons. Could you share a little about what you found and how you came up with this number?**

Mr. Ross we are higher than some of our most immediate neighbor to the west. Our pay is a little below average if you take into account West Aurora that has an elevated rate. Our fill rate is better than some. We have made some changes over the last few years. We are asking for a raise from \$125-\$130 for this next school year. Mr. Ross talked about surge pay and the increase they get after they sub 10 times. It is less common that subs work in multiple districts.

#### **Is it true that most subs come from close to here?**

Mr. Ross stated he has read the same information.

**Superintendent Bridges added we did talk about teachers mostly work within a 20 mile radius. Kudos on the frequent flyer program. What are some factors that make some subs say yes to a job?**

Mr. Ross noted that often it is flexibility of the job. They enjoy the freedom of saying yes or no. There may be some schedules that work. We don't have as many certified teachers using subs to get a foot in the door.

#### **What role does our reputation as D203 play in this?**

Mr. Ross stated that he does not hear it as much with substitutes as we do with full time teachers.

**We also have a number of retired teachers who return to sub for us**

Mr. Ross noted the pay increase the board approved last year for retired teachers.

**Do you have numbers showing classes not being held? There have also been instances where a teacher or someone else covers a class when a substitute cannot be found. What is the negative impact?**

Mr. Ross stated we do have teachers who sometimes teach during lunch or planning periods. We do compensate by contract. It has been happening more regularly. We are appreciative of the willingness of teachers to step up. There is a negative impact as we do have lunch periods and planning periods for a reason.

**It would be nice if we could track it. What is the sub fill rate?**

Mr. Ross stated the fill rate is the percentage of subs needed vs how many we had. We did do a survey of other districts. In the fall we had a fill rate of 87%. Other districts are reporting lower there is one that is higher.

**What is our action plan?**

**Administration does have a plan and have been bringing creative solutions to the Board of Education. This is another pay increase to stay competitive.**

**Past things done have gotten us to where we are. What is this rate based upon?**

**We have to be aware of the systemic issue of teacher and sub shortages across the nation. How do we have advocacy to make the job of teaching more appealing? If you have ideas for people to look into, please share.**

Superintendent Bridges stated we don't want any positions to go unfilled. We have 600 people in our pool. There are fewer teachers coming out of college.

**It is pay. It makes a big difference.**

**What is your ask of the board?**

**It's a matter of stepping up. Do we increase it more than one dollar?**

**We are doing a \$5 raise this year to substitute pay and we can see what the impact is.**

**Administration is coming with what they are comfortable with this year.**

**I am wondering if the fill rate can be reported on in the fall?**

Superintendent Bridges stated we do review our fill rate and we bring those ideas to the Board at off times. We have data that subs are not going to other districts based on pay.

**Thank you for reviewing the positions and reminding us some of the incentives. We are all hoping this gets us to the fill rate. There is a lot of work going on to decrease gaps.**

### **PRESS 113 Updates**

**Superintendent Bridges noted the PRESS Policy 113 updates loaded in BoardDocs**

**There will likely be a policy consent agenda with those policies that have minimal language changes. These will return again at the next meeting under Discussion without Action.**

**We will look for action at the first meeting in March.**

**We will keep a document with all questions.**

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

**None.**

### **Discussion with Action**

#### **Consideration of Board of Education Expenses**

**These may be the last expenses for the Joint Annual conference held in November.**

**The Board is required to approve Board expenses in an Open meeting.**

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

**None.**

Charles Cush made a motion to approve the Board Expenses as presented, seconded by Amanda McMillen. Those voting yes: Cush, Kelley Black, Fitzgerald, Wandke, Kozminski, McMillen and Gericke. No: None. The motion carried.

**Old Business**

None

**New Business**

None

**Upcoming Events**

Superintendent Bridges noted:

- BOE Tuesday February 20, 2024 at 7:00pm at the District office.
- April 16, 2024 NEF Breakfast to be held at Embassy Suites.

**Adjournment**

Charles Cush moved seconded by Donna Wandke to adjourn the meeting at 8:32pm. A roll call vote was taken. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, Wandke, McMillen, and, Kelley Black. No: None. The motion carried.

Approved: February 20, 2024

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Kristine Gericke, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education