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MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT District Administration Building, 203 West Hillside Road, Naperville, IL 60540  
January 9, 2023, AT 7:00 pm. Closed Session at 6:00 pm.

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### **Call to order**

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

Administrators present were:

Dan Bridges, Superintendent,

Bob Ross, Chief Human Resources Officer

Michael Frances, Chief Finance Officer/CSBO

Chala Holland, Assistant Superintendent for Administrative Services

### **Closed Session**

Kristine Gericke, seconded by Joe Kozminski to go into Closed Session at 6:00 p.m. for consideration of:

1. Pursuant to 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District.
2. Pursuant to 5 ILCS 120/2 (c)(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.
3. Pursuant to 5 ILCS 120/2(c)(2) Collective negotiating matters between the public body and its employees or their representatives.
4. 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. Pursuant to 5 ILCS 120/2(c)(9) Student Disciplinary Cases.

### **Meeting Opening**

Charles Cush made a motion, seconded by Donna Wandke to return to Open Session at 7:08 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, Casey, Wandke, Cush, and Kozminski. No: None. The motion carried.

### **Welcome and Mission**

Kristin Fitzgerald welcomed all and read Naperville Community Unit School District 203's Mission Statement.

### **Roll Call**

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

**Student Ambassadors present:** None.

**Administrators present:** Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Administrative Services, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Elementary Education, Chala Holland, Assistant Superintendent for Administrative Services, Rakeda Leaks, Executive Director of Inclusion and Diversity, Alex Mayster, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Student Services

### **Pledge of Allegiance**

Led by the Board of Education

**Good News:**

In partnership with the Naperville Education Foundation, we are excited to launch 203 Day on February 3 – the second month and third day of the year. We plan to use this day as an annual day of gratitude, giving, and celebration of the people, places and things that make Naperville 203 so special. Community members are welcome to participate by showing their gratitude by making a donation to NEF and sharing a memory about what makes Naperville 203 important to you. Learn more at [Naperville203.org/203day](http://Naperville203.org/203day).

**Public Comment:**

President Fitzgerald gave the parameters for public comment. She will designate the next speaker so that they have the appropriate time to prepare. Issues raised in public comment will be taken under advisement by the Board of Education but will not be discussed in this meeting. Because the questions raised in public comment address district operational matters, the Superintendent is designated by the Board to coordinate responses and will apprise the Board accordingly. All public comments have been added to Board Docs. President Fitzgerald reminded the community that as outlined in Board Policy 2.230, individuals addressing the Board should conduct themselves with respect and civility toward others. Individuals are free to express their criticism regarding Board policy or decisions by the Board but should refrain from personal attacks.

Students from each High School came and spoke about their appreciation of the Music program but shared concerns about the proposed changes. They are concerned that students will have to make choices that will not be Music. They also expressed that the joy in Music will be lost.

President Fitzgerald thanked the students for their advocacy. Thanked those who submitted by email for their advocacy.

**Action by Consent:**

**1. Adoption of the Personnel Report**

	<b>Effective Date</b>	<b>Location</b>	<b>Position</b>
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Maria Morgan	12/20/22 - 5/26/23	Maplebrook	Early Childhood Teacher
Amber Waters	1/6/2023	NCHS	School Counselor
<b>APPOINTMENT-CERTIFIED PART-TIME</b>			
Michelle Walburn	1/6/2023	NNHS	Physical Education
<b>REVISED CONTRACT-CERTIFIED PART-TIME</b>			
Stefene Skowronski	1/6/2023	NNHS	Learning Behavior Specialist
<b>LEAVE OF ABSENCE-CERTIFIED</b>			
Karin Pantol	10/16/23 - 11/17/23	KJHS	Mathematics/ Social Science
Safa Dada	08/14/23 - 5/23/24	Scott	Learning Commons Teacher
<b>EXTEND LEAVE OF ABSENCE-CERTIFIED</b>			
Tristin Vrchota	01/06/22 - 1/20/23	Meadow Glens	Learning Behavior Specialist
<b>RESIGNATION-CLASSIFIED</b>			

Morgan Horn	12/22/2022	NNHS	Special Education Assistant
Karl "Brandt" Randall	1/9/2023	Transportation	Bus Driver
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Angelica Loucado	12/27/2022	Meadow Glens	Custodian

- 2. Bid: Chiller Upgrades at Mill Street and Naper**
- 3. Amendment to IGA with Park District**
- 4. Substitute Teacher Rates of Pay**
- 5. Student Discipline as discussed in Closed Session**

Amanda McMillen made a motion to approve the Consent Agenda as presented with exception of the Bid for Chiller upgrades, seconded by Joe Kozminski. Those voting yes: Kozminski, Casey, McMillen, Gericke, Fitzgerald, and Cush. No: None. The motion carried.

**Asked why we did not get all the detail behind the bids? Sometimes we get them and sometimes we don't?**

Mr. Frances noted that the bids ask for different information. Bidders only have to bid on what is on the summary sheet.

**Why are some written and some are typed in?**

Superintendent Bridges offered that possibly the typed in are ones that were known and the others simply submitted on the day.

Donna Wandke made a motion to approve the Bid for Chiller upgrades as presented, seconded by Charles Cush. Those voting yes: Cush, Casey, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. No: None. The motion carried.

**Superintendent/Staff/School Report**

**Superintendent Bridges welcomed everyone back and the second half of the school year is underway.**

**President's Report**

**Reported on her work with LEND.**

**Board of Education reports:**

**Mr. Kozminski announced the NEF 30<sup>th</sup> annual Passion Breakfast on March 22. Tickets will be available later this week on the website.**

**Discussion without Action**

**Revised Music Program Update**

Last meeting staff gave an update on a music program. The Board had a number of questions so it was brought back tonight as discussion without action.

Dr. Holland gave an overview of the plan from December 19. She then moved into the update.

Comprehensive look over the past year.

During the 2014-2015 school year, building administration made the decision to remove the curricular component.

We will look at a more gradual move.

Nick Janssen reviewed the enrollments of those districts around us who have a curricular component. Their current enrollments are greater than ours is now. He noted the concerns that were expressed by about 150 students.

Dr. Holland noted the decision to shift the focus for next year as a way to step back into a curricular component that will allow more data to be collected. We will have technique classes that will be encouraged but not required. We do know that we have students who are seeking additional help to

allow teachers to provide more intentional support. This will also benefit students who have trouble paying for technique help outside of school. Students who are in extracurricular music will be able to receive the technique work on a more flexible way.

Dr. Holland noted that during the 2023-2024 school year, we would use the change to collect data on enrollment trends, techniques course participation and staff and student feedback. We will bring back a new report at the end of next year with data on the concurrent enrollment.

If the board approves the plan after 2023-2024, the scope of the program has been provided.

Next steps pending outcomes of this evening will be the continuation of planning and communication. The feedback given was considered.

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

**Thank you for the presentation. Continue to be proud of our students. We need to better understand the tradeoffs that students will have to make. Concern continues to be that by making this a requirement; we are forcing students to have a difficult burden.**

**Thank the staff. As a board, we value music and music education. Put extra burden on the students to make choices away from music. We asked the question what courses students will choose over music. There was not any mention about students moving into AP courses. Can you speak to that?**

Dr. Holland students are always making choices and that is the idea behind a four year plan. Depends on the year. It is an initiative to have all students use a four year plan.

**We asked about the enrollment of school districts around us have higher general enrollments? If I am reading this correctly, we have more students enrolled or are these numbers for just Band?**

Mr. Janssen responded yes, the numbers given are for just band.

**Thank you for rearranging the timeline and seeking some additional data. What are the staffing implications going to be?**

Dr. Holland noted that we would not know until we offer it. It is happening now on a casual basis. We are working on a process to create interest in the technique courses. While our conversations are around performance courses, there are some nonperformance courses are also included in the staffing.

**In terms of the technique class, some of the districts offer lunch credit for these classes.**

Dr. Holland stated we veered away from the weighted conversation due to so many students following their passions. We have many lunchtime opportunities that are not credit bearing. Therefore, we would have to look at those as well.

**Sounds like there is potential for credit down the line if warranted.**

**I am intrigued by the idea of a phased in approach and hearing an updated report next year.**

**What did you mean by the impact of not having the cocurricular will impact the extracurriculars?**

Dr. Holland remarked that this would create consistency for our teachers. Teachers want to be here but they do not want to stay because there is no consistency. There are still learning and standards that have to be taught in the extracurriculars but that level of instruction is not possible in the extracurricular setting. This past year has been hard to staff the extracurriculars. Our plan is not a narrow plan but is more comprehensive.

Mr. Janssen added that as the chair of the department, he has seen quite a turnover. Staffing is only guaranteed by the curricular numbers. The extracurriculars are what are visible. If we cannot staff the curricular side, then the extracurriculars will go away. Very hard to sell the job as a part time teaching job but having the teacher lead a lot of extracurricular.

Mr. Estes-band at NCHS-we have to teach the marching band very early in the summer to have the students ready for August. If we could teach this during the school day, we could do less of it in the summer. It will also offer a better work life balance.

Mr. McManus added that we used to refer the extracurriculars as curricular extensions. Over the last six years, there have been many changes. We have worked to align ourselves to other courses by using state standards. We are looking at this thru many lens especially thru an equity lens. Teach technique all the time. Teach band to 6-8 graders. This is an opportunity to meet students here they are. These

technique lessons allow students to find their place. We can get the teachers but we cannot keep them as they leave for more competitive districts. Important for us to build upon what we have.

**Thank you for the passion. Would like to formalize what you are teaching students.**

**Thank you for your passion. Would it be fair to say that the concurrent enrollment is best practice? What we are asking to approve at the next meeting would be for the one year and then come back and look further.**

Superintendent Bridges remarked to look at it like the 5 year IT plan and Capital Improvement plan. It would be for some implementation for next year and then ask for following years.

**Thank you for all the work. Thank you to the students for sharing your views.**

**Is the schedule the same, two meeting per week? How does that stack up to other lunchtime curricular areas?**

Mr. Janssen stated the other areas of support are not every day but can sometimes be more than once a week.

**Are you also proposing a bit more flexibility to seniors?**

Mr. Janssen stated yes, the seniors would be grandfathered in. In the original plan, seniors would do technique lunch but not have to be in the curricular course.

**Is there is a ramp up for the planning?**

Mr. Janssen remarked number one plan is to work with students to make sure they can make this work. There will always be a workaround.

**We have teachers who are assigned for supervision in a specific location.**

Dr. Holland stated that teachers are assigned as a part of their FTE.

**Can we find an opportunity where our music staff would only be assigned to teach four sections and then have a section that is scheduled into a support/technique piece now?**

Dr. Holland noted the plan is to formulate the technique support in a more formal way.

**By doing this it will reduce the burden on the technique teaching. Can we assign them to a curricular period without adding a burden on our students?**

Dr. Holland stated the whole plan is designed around our curricular outcomes. The challenge is doing that if it is not required.

Superintendent Bridges added that students are coming for technique help when they can and supporting like support for students.

Mr. McManus added this would also help us with our curricular maps.

**Concerned about how we will get good data when we are having a decrease due to Covid already.**

Mr. Janssen stated that is why technique is important now more than ever. Allows us to work with students to make them feel better about their experience.

**Do we still require students use Smart Music, playing into a computer?**

Mr. Janssen responded that it is used as a tool but there are many issues of equity.

**We can get creative around how the structure of help for different instruments are helped.**

**Can you talk about what the numbers look like of students moving up? How will this change be communicated to 8<sup>th</sup> grade students?**

Dr. Holland responded that we do not have the data for the numbers of elementary. There is still time for us to continue discussions around how we communicate to those students moving into high school. We have not done any communicating in a formal way, as we do not know what direction is going to be approved.

**The overall program idea is the same. How many students were asked about the cocurricular enrollment? This would create an additional 150 students enrolled in a class.**

Mr. Janssen responded no, these students would have to take a technique lunch class. We still do not know what the classes are that these students would choose.

Dr. Holland added that students are constantly changing their course selections regularly during this process. Some will change up to the first day of classes. We can ask but the choices change, as there are many options.

**Do we know what percentage of students who are seeking extra support?**

Mr. Janssen responded we do not have an accurate answer for that question.

**So we are determining that students can only find the amazing experience if they take part of extra technique. Concern continues to be the tradeoffs that students might have to make. Strongly support the proposal. Heard that this is best practice and that this is the best way to deliver. The role of us on the board is to hear what the teachers who are the experts say. We may not get good data but I am hearing that this is what is best for kids. We will never be better than the teachers who are the professionals here.**

**Can you help me understand what is going to happen in 2023-2024? Is the technique requirement next year required if I am taking a curricular?**

Dr. Holland responded if they are enrolled in a curricular music course, the technique classes are options. They will be strongly encouraged to those who are not enrolled. This is just the current plan. We may find that we need to go in a different way next year.

Superintendent Bridges added at the next BOE meeting the team will come with a suggestion for 2023-2024 and a roadmap for the following years.

**Is there something you have not brought to us that may be better for us financially?**

**We are so proud of the extracurriculars and for your efforts to keep them as the gems they are.**

### **Board Policy 6:32**

**Staff has reviewed and believe that this is the best way to address class size. D203 is unique in that we are one of a few who has a policy around this.**

**Provided some research around class size. There is not consistent research that supports the size of classes and the outcomes for students.**

**Administration feels comfortable with the policy as written.**

**Thank you for the review and the research provided.**

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

**It is my understanding that there is so much controversy around class size and performance. As we as a district value the whole, student and we have to look at other things beside performance.**

Superintendent Bridges stated simply a reduction in class size does not change results. It is also important to note the teaching practices.

**Did we cap the sizes of the SOAR classes?**

Dr. Holland stated the numbers of these classes was structured around the delivery of instruction. There has to be intention to build points of connections and relationships and that is more important than class size.

Superintendent Bridges remarked that at the elementary level the range can look quite different based on the number of teacher we have per grade level.

**Is there a cap on SOAR and WIN classes?**

Dr. Holland responded no hard cap. They do try to keep them at 10-12.

**This policy is not really our practice.**

Superintendent Bridges stated he reads the policy a bit differently. I read it as it is the desire of the board to stay between 20 and 30 but we will not go above 35. We also have to look at square footage. None of us has the history of the creation of this policy in 1996.

**The JR high reading is a bit different and it looks like we would be out of compliance if we had 24 in a class.**

Superintendent Bridges stated that we would look at the language and make sure it mirrors what is written for the elementary level

**At the HS if we had a class that had 16 students in enrollment and then those numbers drop, are we going to automatically offer that class or cut the class?**

Superintendent Bridges noted that at the secondary level and it was staffed and we see some drops, we will continue to run the course. There are many variables.

**So we have historically dropped courses due to the enrollment?**

Dr. Holland noted that we have not done that. If a course has fewer students, we may offer it on a rotation. We will reconsider a change if historically we have a lot of students drop. The conversations that matter are at the department level. We have to consider how much it may grow.

**I would like to see continuity across levels. I do not feel like we need minimums at the elementary and junior high level. I would love to see up look at a maximum of 28 and minimum of 15 at HS.**

**Is the 35 there to allow for any times of growth?**

Mr. Freundt added that there are times that we may have to start a class size of 28 but it could get bigger once the school year starts.

Superintendent Bridges added we have to be flexible at the secondary level as well.

**Helpful to see the research to see what class size does and does not do. Practice is appropriate. I want us to always do what we can do to most impact students. We have to worry about student achievement. What are those things that would be the most impactful to student achievement? Can we add in some reporting on this policy? The research does make me ask what are the things that we can do to best impact students. Interested in hearing what are the investments we can make to drive improvements in students.**

Superintendent Bridges stated that could be a future report for the board and as we look at budget proposals.

**I like the policy as it is. Have we had any influxes at any levels that will impact this policy?**

Mr. Freundt noted we watch the enrollment projections over time and then ask for help from the board. We watch these levels more than annually. We use a demographer for the numbers at Kindergarten.

Superintendent Bridges added there is nothing in our data that suggests that we are going to run into some big increases.

**Thank Dr. Holland to making me understand how we have to look at how courses may grow.**

**We used to have contingencies in the budget but we have tightened it up. I would prefer to see a range instead of an average. Can we more tightly reflect our practice?**

Superintendent Bridges noted it is important to hear the averages for the community.

**We do want the word to reflect practice. Do we want to just get rid of the 35?**

Superintendent Bridges advised against a hard number in a policy because of the impact on other programs.

**Would be comfortable to remove the 35 to allow for flexibility.**

**I would like the reporting to be triggered by a certain number.**

**It is important to continue to let the community to know that 35 is not our practice.**

**Dan will bring a revised reading of the policy.**

## **Discussion with Action**

### **Approval of Settlement Agreement with Third Party Plaintiffs in Contribution Claim**

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

**None.**

Kristine Gericke made a motion to approve the settlement agreement with Dr. Nancy Pecan and Educational and Psychological Service, Ltd. based on material terms previously discussed in Closed Session, subject to final Board attorney review and signature by the Superintendent, seconded by Charles Cush. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, Casey, and Wandke. No: None. The motion carried.

## **Old Business**

None

## **New Business**

None

## **Upcoming Events**

**January 23 is next meeting  
Add 203 day to schedule of events**

**Adjournment**

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

Approved: January 23, 2023

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Kristin Fitzgerald, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education