
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT WASHINGTON JUNIOR HIGH SCHOOL, NAPERVILLE, IL.
July 12, 2021 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 6:53 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Tony Casey, Donna Wandke, Amanda McMillen, Joe Kozminski, and Charles Cush.

Administrators present were:

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

Closed Session

Donna Wandke moved, seconded by Amanda McMillen to go into Closed Session at 5:31 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. 06/21/2021, 06/30/2021.
2. Pursuant to 5 ILCS 120/2(c)(1) Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District.
3. Pursuant to 5 ILCS 120/2 (c) (11) Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal.
4. Pursuant to 5 ILCS 120/2 (c) (2) Collective negotiating matters between the public body and its employees or their representatives.
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.

Meeting Opening

Donna Wandke made a motion, seconded by Joe Kozminski to return to Open Session at 7:01 pm. A roll call vote was taken. Those voting yes: McMillen, Fitzgerald, Wandke, Gericke, Cush, Kozminski, and Casey. 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, Joe Kozminski, Amanda McMillen, and Donna Wandke.

Administrators present: Dan Bridges, Superintendent, John Bruesch, Assistant Superintendent for Administrative Services, Roger Brunelle, Chief Information Officer, Michael Frances, Chief Financial Officer, Chuck Freundt, Assistant Superintendent for Elementary Education, Chala Holland, Assistant Superintendent for Administrative Services, Rakeda Leaks, Executive Director of Inclusion and Diversity, Sinikka Mondini, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Student Services.

Pledge of Allegiance

Led by the Board.

Good News

Mrs. Mondini reported that summer learning is well underway and about 1300 students took advantage of the free summer school course this year. They have been actively in our buildings and enjoying time learning. The Business Boot Camp course had young entrepreneurs engage in "lemonade wars." Of the three companies participating, "Happy Helpers" was donating their proceeds to NEF.

Public Comment

President Fitzgerald gave the parameters for public comment. She will designate the next speaker so that they have the appropriate time to prepare. Issues raised in public comment will be taken under advisement by the Board of Education but will not be discussed in this meeting. Because the questions raised in public comment address district operational matters, the Superintendent is designated by the Board to coordinate responses and will apprise the Board accordingly. All public comments have been added to Board Docs. President Fitzgerald reminded the community that as outlined in Board Policy 2.30, individuals addressing the Board should conduct themselves with respect and civility toward others. Individuals are free to express their criticism regarding Board policy or decisions by the Board but should refrain from personal attacks.

Phillip Buchanan- Thank you to the BOE for the great work during the pandemic. Would love to hear from the Principal of WJHS about the history of this building and capital projects that are going on or planned for the building. This district is one of the best in the state. Runs like a well oiled machine. Teachers are the secret weapon as they help this district achieve its lofty goals. Teachers are honored, cared for and provided resources. Dr. Leaks is doing the heavy lifting and needs to be supported. We need to keep the board, Superintendent and staff safe in their important work as this pandemic is not over. We must listen to the CDC, Illinois Board of Health and the DuPage county Board of Health going forward.

Cathy Moran- representing a group. In the past 10 years, I have had the privilege to travel to over 100 countries. I am shocked about what is happening in my community. I am concerned about Critical Race Theory. Critical Race Theory is a way of thinking about America's history through the lens of racism. It is being taught to staff and faculty in Illinois schools. This training seeks to divide people over the color of their skin. The premise of CRT sounds racist to me. Paid Dena Simmons \$10500.00 for a 60 minute Zoom keynote address to its teachers and staff. The Board of education created a resolution reaffirming its commitment to equity for all students. We blanket all students. This indoctrination is taking over. We voted in a black president to not one term but two terms. We have made real progress and for some it will never be enough. Our students are now seeing color when it has never been a thought before. What is the end game?

Karen Peck-children went to Naperville schools and I am still a taxpaying citizen. John Lewis says that when you see something, you must do something. The bullying at these meetings is appalling. CRT is not taught in K-12 schools. This is being taught in law schools. No one is making white children feel guilty. We must not silence the truth or lingering effects. Why do parents want to oppose the opportunity to make students more compassionate and empathetic? I am grateful that our elected board understands this and I fully support our diversity, equity and inclusion teaching.

Allison Thompson- Our younger daughter has a very rare medical condition that is brought on by various triggers, some we know and some we do not know. We don't know what will happen if she would get COVID due to her medical condition. We feel safe sending our children to activities if all participants are masked. We kept our older daughter home doing remote learning to keep our younger daughter safe. We stayed home and socially distanced if we went out and wore masks everywhere. With more people being vaccinated and COVID numbers decreasing, we felt comfortable going to activities. Mask wearing isn't really a choice. It is an all-in situation as your child wearing a mask

protects my child and my child wearing a mask protects yours. Where is the spirit of togetherness? Please Superintendent Bridges and BOE please don't take away my child's right to an in person education.

Tim Thompson-older daughter does not complain about wearing masks. While she did third grade remotely, she is looking forward to attending in person for fourth grade. You will hear many facts about how children do not spread COVID. We really don't know how our population will react if we remove all mitigations. Please continue to require masks for all who are not vaccinated. Let's not gamble with our children this close to the finish line.

Steve Hohe-please look at the negative effects of the masks on children. In my work, anyone who wants to wear a mask must sign a waiver indicating that they are aware of the health effects of mask wearing. Studies show that masks are more dangerous than COVID for children. Please consider all the facts before you make the final decision. I appreciate all the hard work that the board does and the tough decisions that you have to make.

Michelle Sussman-thank you for your work Dr. Leaks. We absolutely agree with the initiatives that are happening in the district. You will not see my invisible illness. These masks have saved my life. I thought people would wear masks for the greater good but that doesn't seem to be the case. Masks protect everyone. I am appealing to you to come up with a plan that protects our most vulnerable while still allowing kids to go to school full time and in person. You also need to find ways to help children with special needs for whom masks are difficult.

Virgil Banwetz- Live near Steeple Run. Concerned about the teachings of Dena Simmons. Why did you sign a contract that does not allow the taxpayers to see the contents of the presentation? It lacks transparency. Can you tell us if you plan to stay with this policy of permitting our school district to purchase teacher training content that is proprietary with no video recording?

Reggie Fleurima- here as you have to decide a residency case and that is typically confidential. I want you to see my son and the people who support him. He is a good kid who has one semester left before he leaves for school. I want you to consider what this will do his mental state to have to go to a different school for one semester.

Meg Collins-Naperville 203 Support for mask wearing for all who have not been vaccinated. Only those who can prove they are vaccinated can be able to go without masks. I would support the district requiring vaccines for all staff and students who work and attend D203. I fully support the District's Diversity and inclusion program. This program is NOT CRT. This is for marginalized students to have the help to all students achieve an education. Thank you for incorporating a diversity and inclusion program in our district.

Reggie Fleurima, Jr- cannot go back to NNHS, as it would not be safe. I want to finish with the people who I have gone to school with the past 2.5 years. Thank you.

John Blakey-still have a lot of questions around the equity plan. Please read the plan if you are going to comment on it. I have submitted some questions around the equity plan. It is obvious that this is a very controversial topic. Allow parents to opt out anything that we don't want our students taught.

Jenny George-masking-thanking you Superintendent Bridges for advocacy for districts to make the decisions themselves. I am asking that you allow students and staff to mask optionally. The risk of severe disease is low for children. We do accept some level of risk in everyday life.

Sarah Evans-Masks are dangerous for children. Children are reaching CO2 levels. This is child abuse and I do not consent. The passiveness and inability to act last year has left a permanent stain on D203.

Doug MacGregor-parent and taxpayer-I am here to object the unscientific COVID mask policies and to call you out for the blatantly critical race theory to our taxpayer funded schools. You are not timing all people the same. Stop everyone at three minutes and not just those whose opinions you don't want to hear. Stop following the teacher's union, you work for the students' parents and taxpayers. You do not work for and are not elected to represent the teachers' union.

Sara Forster happy to see a new Asst Superintendent dedicated to the Junior High. I hope the minutes really reflect what people say. In the June 21 minutes, there are definitely some inaccuracies in what I said. The Fleurima are the only people of color who have spoken here tonight and you really can do something for them in terms of diversity and inclusion by letting this young man finish his high school career at District 203 School. A member of the Illinois parent's union. This is a grassroots community

that informs parents about education. It empowers parent to fight for high quality education and improve the lives of every Illinois student. Over the last 15 months, we have learned that the balance of power is skewed to favor the interests of powerful teachers unions and school administrators over those of our kids. We deserve transparency in what educational decisions are being made and the justification for those decisions. We deserve to be heard and to have great educational outcomes for our kids. We would like Superintendent Bridges to meet with us once we launch to ignite the next phase of time.

Jenna McKinnon-thank you for the hard work in keeping us safe. I am asking that you make mask wearing optional for those who are not vaccinated. It is time to make our students stop wearing masks to school when most are not wearing them to stores and restaurants, church camps or anywhere else this summer. They deserve to see the smiles on their friends' faces and to breathe freely.

Jamie Calandriello—will have two in elementary schools. They are thriving in their activities this summer. I acknowledge the tremendous amount of work that goes into making these decisions. Encouraged and hopeful that the district can make plans that will meet the needs of students in the district.

Gracia Livia-Can you clarify a few things about the June 30 meeting? Can you show the video of the June 30 meeting? Can you consider the survey responses that I submitted this afternoon? I am concerned that my daughter will not be educated like all others as she has had to do her summer classes outside alone with her teachers and therapists and my husband and I no longer consent to her wearing a mask. I appreciate the flexibility in the teachers and staff to allow her to do her school outside. Going forward, it is not my choice to have her excluded from her peers and not have access to the wonderful buildings and tools inside the building including the bathroom. Please know that my child's 14th Amendment right of equal treatment under the law is potentially being violated if the district receives money for her to be educated.

Shawn Collins-Subject of masks-appreciated your cautious thoughtfulness during this pandemic. We didn't know what the term Delta variant meant a month ago. We know it now and it is running rampant in areas where people are not vaccinated. Do we want to err on the side of being too cautious or the side of not being cautious enough? On the subject of diversity, I never have understood why sending a message to those who have been underserved how that diminishes ourselves. Your diversity program aims to let people know that they belong here too. I am in full support.

Janice Guider-resident of Naperville since 1983. The science on the impact of COVID on our children is not clear. The science does show that children who are special needs are at higher risk. Over 600,000 Americans have died from COVID. That is not good and cannot be normalized. Just proceed cautiously.

Represent AWAKE Illinois. Will my right to make decisions on behalf of my children. We support the rights of parents to make the decisions regarding our children. Read a letter that was sent to the board this afternoon and is included in the public comments attached to the agenda. I have purchased the test kit that I believe you are using. This Binex kit is \$25.00 at Walgreens. This kit contains ethylene oxide, which is a known carcinogen.

Heidi Jo Elyea... had not planned on speaking but it is crazy the amount of people who are saying there are no ill effects of kids wearing masks. She told of the struggles of her children, as they have to wear masks all day.

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

Monthly Reports

- Treasury Report- The Board received the May Treasurer's Statement
- Investments- The Board received the May Investment Report

- Insurance-The Board received the May Insurance Report
- Budget-The Board Received the May Budget Report

Action by Consent:

1. **Bills and Claims** from Warrant #1034054 thru Warrant #30029704 totaling \$22,389,877.85 for the period of June 22, 2021 to July 12, 2021.
2. **Adoption of Personnel Report**
3. **Minutes 06/21/2021, 06/30/21**
4. **Bid: ARECC Playground Resurface**
5. **Bid: ARECC Concrete**
6. **Bid: Mill Street Fence**
7. **Bid: Classroom Door Hardware**
8. **Matters relating to individual students as discussed in Closed Session**

Charles Cush made a motion to approve Warrant #1034054 thru Warrant #30029704 totaling \$22,389,877.85 for the period of June 22, 2021 to July 12, 2021 and the remaining items on the Consent Agenda with the exception of item 7.06, seconded by Amanda McMillen. Those voting yes: Gericke, Kozminski, McMillen, Wandke, Casey, Fitzgerald and Cush. No: None. The motion carried.

Mr. Bridges told Mr. Fleurima that he was welcome to stay for the remainder of the meeting but that a staff member would reach out to him tomorrow with the decision of the Board.

Board member Wandke asked to understand why there were only two bids for the fence at Mill Street School.

Mr. Frances noted that we received only two bids Mr. Dolan did ask some companies as to why there was no bid submitted and he was told that some companies are experiencing a labor shortage. One of the bids received was under the state threshold for bidding of \$25, 000.

Charles Cush made a motion to approve item 7.06 on the Consent Agenda, seconded by Tony Casey. Those voting yes: Casey, Cush, Fitzgerald, McMillen, Kozminski, Wandke and Gericke. No: None. The motion carried.

Written Communications

Freedom of Information Requests:

Cox-Student Discipline Data
 Hynes-Staff/parent email information
 Baker-Union dues information
 Russo- Mask email information

Superintendent/Staff/School Report

Mr. Bridges noted the new guidance that was released on July 9, 2021. We need time to interpret the new guidance It is our plan to have all students back full time in the fall. We will incorporate layers of mitigation. Guidance does provide for local decisions in consultation with local health departments. We are expecting greater clarity in the coming days. Regardless of mask policy in schools, the masking policy from January 2021 requires that masks be worn by drivers and riders on buses. Asking all to remain flexible. We have received some clarity.

Board of Education Questions/Comments:

Thank you for advocating for clarity from our state agencies.

I am curious about the mandate with or the recommendation from CDC that people that are unvaccinated mask but we are not required to collect proof of vaccination. What are some

thoughts around enforcing that and being clear for who would be most appropriate to wear a mask or not?

Mr. Bridges noted that we would be seeking additional clarity. Vaccine is currently not mandated. We are exploring options on asking for proof of vaccinations so we can ensure there is a little quarantining as possible.

What kinds of accommodations will be made for those students that aren't able to wear masks because of doctor recommendations?

Mr. Bridges responded that the State Superintendent of school has mandated in person learning and limited exceptions for remote learning.

How will we communicate to our community whether or not masks will be required?

Mr. Bridges stated that he couldn't give a date. Once we receive the updated clarity and determine how they affects our plans. We anticipate we will have more time and will provide an update on August 2.

Will the communication come to community prior to the August 2 meeting?

Mr. Bridges responded that it depends on the guidance we do receive. Any that can be shared beforehand will be shared.

To confirm, we are confident that we will return to a full day in person?

Mr. Bridges noted yes and we are planning for full in person full day return for our students.

I heard in the news over the weekend that Pfizer is close to applying for emergency use in the under 12 population. Do you have any idea when that may happen?

Mr. Bridges responded that the DCHD indicates that the earliest that will be in September.

Are you looking at what the online opportunities will be for those who have to quarantine?

Mr. Bridges state that yes, we are operationalizing the mandates.

Appreciate your comments relying on the public health officials to help us get kids back in school full time. It is the collaboration that has gotten us to where we are now.

Assessment Update

Superintendent Bridges invited Assistant Superintendent for Assessment and Accountability Dr. Patrick Nolten to give an Assessment update.

Dr. Nolten reminded the community that he is talking specifically about the NWEA Map test. We have not given this test over a full year yet. All students were invited to participate. As we compare this data to non pandemic norms, every student group went up. We didn't see many radical shifts. Most stayed where they were or maybe went down one level.

We did have a compressed testing window. There was a lot of testing happening.

Thank you for the update.

I appreciate the reach out to the National data. Have we reached out to our benchmark districts?

Dr. Nolten stated this assessment is not universal. We could only get it if we asked specifically and even then, the variables would be different. The two consultants that we work with have said that we have come out in a relatively good place.

You mentioned that participation rate is lower than usual. Do these opt outs inflate or deflate these scores?

Dr. Nolten remarked that we found in the winter that the students who did opt out were our higher performing students.

Any difference in those who participated in person and those who participated remotely?

Dr. Nolten stated that there hasn't been a group that stood out as being remarkably underperforming.

The gaps seem to be widening. What are the strategies that are being used to narrow these gaps?

Dr. Nolten cautioned in drawing conclusions about gaps, as this is one assessment.

Mrs. Willard reminded the BOE of the areas where we will be adding support. We are adding math specialists that will allow us to have at least one at each building. Staff have been collaborating this summer by unpacking data and determining how to start the school year. Each building will respond to the students in the building and what their specific needs are.

Mr. Bridges added that just being back in full in person should also help.

With talented and gifted identification is ongoing. If we are seeing testing going down in numbers how do we account for that?

Dr. Nolten stated that we do have an appeals process where parents can ask for an additional look at their student.

How are teachers and schools utilizing this data to get students in some summer or start of school programs?

Mrs. Willard responded that Jumpstart numbers are looking good. These students will be ready to jump into learning. Principals felt very strongly about having an SEL component to Jumpstart.

Thank you for that. I think the additional SEL support will be helpful.

eLearning Plan

Superintendent Bridges noted that this work was started pre pandemic. This is not the same as remote learning. This is an overview of the work that has been done. We are not seeking any action tonight but will be on August 2.

Mrs. Willard reviewed the reason for seeking approval for an eLearning plan.

- Illinois legislation effective July 1, 2019, expands e-Learning opportunities for all districts and students. School districts statewide have the ability to utilize e-Learning days in lieu of emergency days on the ISBE-approved school calendar. Naperville 203 will leverage the use of eLearning Days instead of traditional emergency school closing days for bad weather or emergency circumstances.
- e-Learning Days allow students and staff to learn and work virtually providing a continuation of learning in their coursework without disruption. The 203 e-Learning plan is aligned with ISBE requirements and will seek verification and approval by the DuPage Regional Office of Education. This public hearing will allow comments to be heard regarding the proposal to use e-Learning in place of emergency days.
- The plan must ensure and verify at least 5 hours of instruction or schoolwork for K-12 students participating in an e-Learning Day. EC will also participate in e-Learning so that the continuity of learning and services are not interrupted. Naperville 203 will monitor and verify each student's electronic participation within the student's control as to the time, pace, and means of learning. All students will be required to complete daily coursework and confirm attendance for each day. These directions will be communicated directly from each school site and teacher.
- An e-Learning Day is now considered a day of attendance and will not require us to extend the school year after the tentative last day of school if we choose to implement an e-Learning Day.
- The approval allows us the flexibility and option to leverage e-Learning should we want to throughout the school year. It provides a consistent end date to the school year for our students, families, and staff. It streamlines instructional days with fewer interruptions due to days off for snow or other weather. Finally, continuing to use e-Learning in this format allow us to leverage our technology and instructional strategies we have developed through this past year of the pandemic. Asynchronous instruction is responsive to family needs and provides flexibility needed during unique circumstances.
- The first steps in the approval process begins with collaboration between district administration and staff to come to consensus on the roles and responsibilities of all bargaining units during an e-Learning Day.
- Once approved, District administration will provide professional learning to all staff in preparation for an e-Learning day.
- District administration collaborated with NUEA educators to determine the learning structure for students during an e-Learning day. In addition to working with our internal staff, district administration also collaborated with surrounding districts to seek feedback on the structure of their e-Learning plans regarding student and staff requirements. Teachers will have all assignments posted to Canvas and or Seesaw by 9:00 a.m. for all students. Early Childhood and Elementary students will begin their day with a morning meeting on zoom to greet their

classmates, be in contact with their teachers and understand the assignments for the day. We know that there may be some students who will not be available for these morning meetings so teacher will reach out via email, canvas, and or seesaw to be in contact throughout the day. All educators and assistants will available during the professional day to monitor learning, provide support to students, answer inquiries from students/parents/guardians, as well as for virtual professional collaboration with teams and building as needed. Student attendance will be taken and teachers will submit verification of participation in Infinite Campus. Asynchronous learning will provide flexibility to students and families who may not be able to attend synchronously due to childcare, connectivity, and all other personal reason.

- District 203 collaborated with all of the collective bargaining units to ensure input and agreement on the e-Learning plan. Educators are required to be available during the professional day to monitor learning, provide support to students
- NESPA Special Education and Instructional assistants will work remotely to support students per the direction of the classroom teacher-12 month NESPA assistants will work with their supervisors to determine the work for the day.
- All NUMA employees will default to their regular schedule.
- The 12 month employees on our transportation team will report to work on an e-Learning day. However, non-12 month employees will have the day off work and will add a day at the end of the school year where they will engage in professional learning.
- 12 month administrators will follow their regular schedule and all other administrators will check in with their supervisor to determine work and location.
- Teachers and students will receive training and review of procedures and expectations during the month of October. This training allows for proper learning before a potential emergency would be utilized.
- During these trainings, staff will understand the lesson design, implementation procedures, student communication, technical access, and e-Learning expectations that would be needed to implement an e-Learning Day.
- To prepare students for implementation, buildings will plan a student “practice” e-Learning Day during in-school session in the month of October.
- As always, we will communicate with stakeholders explaining what an e-Learning Day is and will look like. In the event we implement an e-Learning Day students, parents and guardians will be notified through our normal communication structures.
- Finally, we will gather feedback from stakeholders on e-Learning plans and implementation to ensure continuous improvement.

Board Questions/Comments:

Thank you.

No other questions.

President’s Report

The Board met for Self Evaluation was held on June 30. This meeting is held annually. Attached to BoardDocs are the draft agreements. This meeting is facilitated by an IASB representative and is a best practice of Illinois School Boards. Our Board Policy states that we conduct this meeting annually though no actions are ever taken. There are a number of action steps for the Board over the next year. These include reviewing and updating our Board agreements, we will revisit our onboarding process and orientation for new Board members, we will consider using an exit slip at the end of each board meeting to hold ourselves accountable to our agreements and finally to continue our work towards monitoring of compliance to the governance best practice by considering the formation of a policy committee to update our Board of Education policy manual. We concluded the meeting with an open meeting to discuss planning and priorities for the coming school year. As is the case with all Special meetings, the

June 30 meeting was not webcast however, minutes are available and the public was provided all the required notice as well as an opportunity for public comment. Thank you to all Board members and our Superintendent for participating.

BOE Questions:

As a new BOE member, the time was well spent. It was an evening well spent.

Thank fellow board members for agreeing to have this annual workshop to help us work better as a board.

Appreciate the process and taking a hard look at the work we are doing. It is important to have the diversity statement included in our Board agreements.

Mr. Bridges added that he is finalizing our application for Board Governance. Please share any professional learning. Please get this information to Mrs. Patton by the end of this week.

Board of Education Report

Mrs. Gericke has finished assignments to schools and committees. They are attached in BoardDocs.

Discussion without Action

None

Discussion with Action

None

Old Business

None

New Business

None

Upcoming Events

Mr. Bridges highlighted that the next Board of Education meeting will be held on August 2, 2021 at WJHS.

New Educators Breakfast on August 13

BOE August 16

School starts on Thursday August 19.

Adjournment

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

Approved: August 16, 2021

Kristin Fitzgerald, President, Board of Education

Susan Patton, Secretary, Board of Education