
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD NAPERVILLE CENTRAL HIGH SCHOOL 440 Aurora Ave, Naperville, IL 60540
June 21, 2021 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 5:31 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Amanda McMillen, Tony Casey, Joe Kozminski, and Charles Cush (joined at 5:37 pm), and Donna Wandke (entered at 5:39 pm).

Administrators present were:

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

Closed Session

Kristine Gericke moved, seconded by Tony Casey to go into Closed Session at 5:31 p.m. 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. 05/18/2021, 06/07/2021.
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) (7) The sale or purchase of securities, investments, or investment contracts.
5. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the public body and its employees or their representatives.

Meeting Opening

Charles Cush made a motion, seconded by Tony Casey to return to Open Session at 7:10 pm. A roll call vote was taken. Those voting yes: Fitzgerald, Wandke, Casey, Kozminski, McMillen, Gericke and Cush. 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, Charles Cush, Tony Casey, Joe Kozminski, Amanda McMillen and Donna Wandke.

Administrators present: Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant

Superintendent for Elementary Education, Christine Igoe, Assistant Superintendent for Student 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, Stephanie Posey, Assistant Superintendent for Secondary Education, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

**Pledge of Allegiance:
Led by Board of Education**

**Public Hearing Amended Budget
Administrator Comments**

Superintendent Bridges introduced Michael Frances. Mr. Frances noted that School Code allows for amending the current school budget. The current budget is being amended to allow for the \$10 million tax relief payments, the refund of \$1.1 million dollars in general fees and the deferral of the early taxes for the first time so the fund balances have all been updated.

Public Comments

None

Board of Education Comments

None

President Fitzgerald noted that the Board is appreciative of the work of administration to provide some taxpayer relief to our community.

Close Public Hearing 2020-2021 Amended Budget

Public hearing was closed at 7:13 pm.

Public Hearing 2021-2022 Budget

Administrator Comments

Superintendent Bridges reminded the community that questions asked by the Board of Education have been posted in BoardDocs. He introduced Michael Frances. Mr. Frances presented the budget for 2021-2022. He noted there have been no changes since the presentation of the tentative budget in May.

Public Comments

None

Board of Education Comments

President thanked Superintendent Bridges and Mr. Frances for reviewing the process.

No additional comments

Close Public Hearing 2021-2022 Budget

Public hearing was closed at 7:18 pm.

Good News

Recognition 2020-2021 State Champions from both High Schools.

Principal Wiesbrook from Naperville Central High School as well as Principal Jay Wachtel from Naperville North High School, recognized state champions from the 2020-2021 School year.

Public Comments

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.

Tim Thompson-two students at Scott School. Parent from 204 came and said the district is Marxist and teaching child abuse. It is my understanding that the Institute Day was on Culturally Responsive Teaching and not Critical Race Theory. Critical Race Theory-is a look at systems, policies and laws. It does not teach that any group is inherently superior or inferior. Thank you for taking the step to make Equity a priority. Last time I urged you not to listen to the vocal minority and I continue that urging today.

Tim Sussman-Parent of a current D203 and an alumni of NCHS. We moved here so that our children could have diversity. Our youngest is not white. It was not until Junior High that he had a teacher that looks like our son. We want to thank Dr. Leaks for the changes she is bringing to the district. These changes are making families such as ours feel welcome.

John Blakey-Community is behind those who were affected by the storms last night. Thank you to teachers who helped our students make it thru this hard year. Thank you Dan for the constructive conversation last week. I have submitted written comments about the Equity Plan. Will 1619 Curriculum be pushed on students next year? He suggested that the Board publicly confirms that critical race theory or the content of the training will not form any part of our kids education. The two way conversations around these topics that are planned for the upcoming school year will ensure transparency, give advice to parents on these topics and rebuild trust between the board and the community.

Colleen Myerscough-sees black students reprimanded for behaviors that white students are not. Implicit bias is a real thing. I have seen it and I have been guilty of it myself. I tried to change my approach to the way I treat all students. Kids should not be teaching adults how to treat them. I support the districts efforts in equity and diversity training for the staff and an age appropriate curriculum about our country's true history.

Michelle Shields-Mother of three young children, two at Scott. Have been a H&S President and have a new found respect for the district. I feel that I must come and support the district in the training of the staff in implicit bias. Culturally responsive teaching is in line with SEL. Extending appreciation for the BOE. Add two cents about masks-needs to be examined in the fall for young children.

Shannon Adcock-speaking on behalf of an organization. We are here for those who were affected by the storms of last night. We did not see implicit bias, systemic racism. We only saw kindness. For those who don't know, Ms. Adcock mentioned that ISBE and IPDH have intergovernmental agreements around masking, vaccinations and quarantining. ISBE cannot threaten you, punish you or reward you regarding return school plans. Ms. Adcock presented a proposal and policy on equality, civil rights and education. We can nip this in the bud. Anti-Americanism has to stop. Provided by Wakellinois. Protects taxpayer funds.

David Wade: Register concerns in regards to the D and I curriculum related to Critical Race Theory. There is no hope or redemption possible if you are in the wrong group. Everybody

here is against racism and everybody here wants the best for our children. CRT creates artificial barriers between groups.

Josh McBroom- appreciate the diversity of thought. Read Dan Bridges comments to ISBE and appreciate the pushback. Hoping to see more of this. FOIA request for presentations but was told that he could not see them due to the fact they are intellectual property. Going forward, the consultants should make the presentations public.

Doug MacGregor-what we have witnessed today with people helping each other is what Naperville is, not the racist hot bed that you are portraying it to be. CRT is wrong unless you feel that whites are better than blacks.

Give up your white privilege and resign. You wanted and are getting uncomfortable conversations.

Sara Forster-Panorama survey. I have worked inside and outside the United States. I have found that what matters is connection. Our student population is diverse while the teaching staff is not. Are the Board and District leadership not alarmed by this?

Aaron Livie- four children three in the district. Make masks optional and remove surveillance testing. Some schools in downstate IL who are saying masks will be optional. Dan, thank you for your strong statement for masking. We must be better at this. Guidelines are arbitrary and not in the best interest of children.

Jen Hajer-easy as adults to center on adults. We need to stand with the children. Thank you for your continued work.

Thank you to all for the email comments. We appreciate your advocacy. We thank you to each and every one for emailing the board.

Monthly Reports

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

Action by Consent:

1. **Bills and Claims** from Warrant #1033184 thru Warrant #30029685 totaling \$21,631,484.14 for the period of May 19, 2021 to June 21, 2021.
2. **Adoption of Personnel Report**

	Effective Date	Location	Position
REASSIGNMENT-ADMINISTRATION			
Jennifer Prerost	8/9/2021	NCHS	Dean
RESIGNATION-CERTIFIED			
Sage Preston	8/15/2021	NNHS	Spanish Teacher
Shawnita Tyus	8/9/2021	KJHS, Meadow Glens, Ranch View	Music-Instrumental
Kristine Herrell	8/15/2021	Beebe	School Psychologist
APPOINTMENT-CERTIFIED FULL-TIME			

Emily Brooks	SY 21-22	WJHS	6th Grade Science
Jasmin Tuazon	SY 21-22	NNHS	FACS Teacher
Rene Regan	SY 21-22	LJHS	7th Grade Math
Alicia Hansen	SY 21-22	Ann Reid	EC Teacher
Elizabeth Golden	SY 21-22	Meadow Glens	4th Grade
Jacqueline Maloney	SY 21-22	Beebe	Kindergarten
Ebony Baker	SY 21-22	NNHS	School Social Worker
Rachel Vazquez	SY 21-22	Meadow Glens	5th Grade
Margaret Latona	SY 21-22	PSAC	Occupational Therapist
Rosa Huerta	SY 21-22	WJHS	Math Intervention Specialist
Amy Cowan	SY 21-22	PSAC	Certified School Nurse
Jenna Opferman	SY 21-22	Beebe	Learning Behavior Specialist
Nicole Guerrero	SY 21-22	MJHS	Academic Support-Math
Amy Bailey	SY21-22	PSAC	Certified School Nurse
RE-EMPLOYMENT-CERTIFIED FULL-TIME			
Keith Pitner	SY 21-22	NNHS	Music (Band Director)
RETIREMENT-CLASSIFIED			
Margot W. Bedigian	6/9/2021	Scott	Instructional Assistant
Adrian J. Falbo	7/23/21	WJHS	Custodian
Yvonne M. Weber	8/16/2021	NNHS	Special Education Assistant
Nikollaq Guta	8/18/2021	NNHS	Custodian
RESIGNATION-CLASSIFIED			
Shauntel D. Carter	6/10/2021	JJHS	Special Education Assistant
Clifford L. Skodi	7/18/2021	Maplebrook	Custodian
Gabrielle N. Dedivitis	8/1/2021	NCHS	Special Education Assistant
EMPLOYMENT-NON-UNION CLASSIFIED			
AnneMarie Calpin	7/19/2021	PSAC	HR Generalist

3. Minutes 05/18/2021, 06/07/2021
4. Property/Casualty & Workers Comp Insurance
5. Hazardous Crossing Re-Certification
6. Out of Country Field Trips
7. High School Yearbook RFP
8. IHSA Boundaries
9. Treasurer's Bond

Kristine Gericke made a motion to approve Warrant #1033184 thru Warrant #30029685 totaling \$21,631,484.14 for the period of May 19, 2021 to June 21, 2021 and the remaining items on the Consent Agenda, seconded by Joe Kozminski. Those voting yes: Wandke, McMillen, Fitzgerald, Kozminski, Gericke, Cush and Casey. No: None. The motion carried.

Written Communications

Freedom of Information Requests:

Livie Freedom of Information Act-Student Information
 Brambley Freedom of Information Act-Survey information
 Ryan Freedom of Information Act-Learning Services information
 Brambley Freedom of Information Act-Student Data Information
 Anderson Freedom of Information Act-Learning Services Information
 Hammond Freedom of Information Act- Athletic Information
 Hammond Freedom of Information Act-Athletic Information

Superintendent/Staff/School Report

Superintendent Bridges acknowledged the community and those affected by the tornado. Ranchview has been designated as a Red Cross location. Please refrain from going into the area. Please call the City if you are interested in helping in the future. Monetary donations can be made thru the Red Cross. Water donations are being received at the lobby of the Municipal Center. Naperville 203 is NOT teaching CRT but is taking a critical look at our systems. Critical Race Theory is sometimes confused with Culturally Responsive teaching, this is directed to how teachers teach.

Return to Learn:

Superintendent Bridges noted the letters in Board Docs for the community to refer. A group of superintendents has been speaking to ISBE to ask for guidance and direction and is asking for consistency of guidance across different areas. We are planning for five day full day in person instruction.

Board Questions/Comments:

Thank you for the reports and we are grateful that we can help and assist the individuals in our community who are impacted by the tornado. Thank you for your advocacy for our students. Thank you for including the documents in BoardDocs as it is helpful for our community to understand how often we are advocating on behalf of our students. Thank you for your comments around Critical Race Theory and Culturally Responsive teaching. Thank you Dr. Leaks for the comprehensive Diversity plan. Comments around a more diverse staff is appreciated and I look forward to where we move going forward. Helpful to have that clarity in terms of talking about the kinds of things that we are doing and the lens within which we are looking at all the practices and decisions and curriculum throughout our schools and on behalf of our students.

President's Report:

June 30 will be our Self Evaluation meeting at 4:30 at PSAC.

Board of Education Reports:
None.

Discussion with Action
2020-2021 Budget Amendment

Administration comments made earlier. We have no additional at this time. We recommend that you approve the resolution for the fiscal year 2021.

Board Questions/Comments:
None

Charles Cush made a motion to approve to the amended budget as presented. Tony Casey seconded. Those voting yes: Kozminski, Cush, Wandke, McMillen, Fitzgerald, Casey and Gericke. Those voting no: None. Motion carried.

2021-2022 Budget

Recommendation that the BOE approve the 2021-2022 budget.
We have been discussing with the Board since May as well as with the CFA.

Board Questions/ Comments:

Thank you for answering all those questions and for the transparent process to have those questions included in BoardDocs.

Joe Kozminski made a motion to approve to the 2021-2022 budget as presented. Kristine Gericke seconded. Those voting yes: Wandke, Gericke, Fitzgerald, McMillen, Cush, Kozminski and Casey. Those voting no: None. Motion carried.

Policy Review: Fourth Reading 2.265, Title IX Sexual Grievance Procedure

Mrs. Posey noted that Counsel recommends that we keep the language as is in number 2 as it does align with the language in Policy 7.190.

Do we want the same language in 7.190 in this policy as well?

Would we be out of compliance with the Federal law if we would include the language back in?

Superintendent Bridges stated that we would not be out of compliance, just not consistent.

Student behavior language is more inclusive.

Preference to be more comprehensive.

We do not want to weaken any of our positions.

Superintendent Bridges remarked that Policies reflect the wishes of the Board but he cautioned the Board to go against counsel. Recommendation to approve and monitor the work of the Federal Government in relation to Title IX. We can make changes in the future.

I am in agreement with what counsel is recommending.

I just want to be certain that we are protecting our students with the strongest language possible.

Can we make a time to review this policy and others?

We will be doing that during the BOE Self-evaluation.

There is no downside to approve it as presented.

I have similar concerns in that this will be at the bottom of the list because we have just reviewed.

Superintendent Bridges added that this will become a priority if there is a change or update to the Federal laws.

We will be looking at the entire policy manual.

Charles Cush made a motion to approve Policy 2.265 as presented. Kristine Gericke seconded. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Casey, Cush and Kozminski. Those voting no: None. Motion carried.

Old Business

None

New Business

None

Upcoming Events

Superintendent Bridges noted that the upcoming Board of Education meeting schedule June 30 for the purpose of self evaluation. Next regular meeting is July 12, 2021 and will be held at WJHS.

Adjournment

Tony Casey moved seconded by Joe Kozminski to adjourn the meeting at 8:39 p.m. A roll call vote was taken. Those voting yes: Cush, McMillen, Fitzgerald, Wandke, Casey, Kozminski, and Gericke. Those voting no: None. The motion carried.

Approved: July 12, 2021

Kristin Fitzgerald, President, Board of
Education

Susan Patton, Secretary, Board of
Education