
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT THE ADMINISTRATION CENTER, 203 W. HILLSIDE ROAD, NAPERVILLE, IL.
March 2, 2020 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

Vice President Donna Wandke called the meeting to order at 6:00 pm. Board members present: Charles Cush, Kristin Fitzgerald, Kristine Gericke, Paul Leong, Janet Yang Rohr, Donna Wandke, Joe Kozminski (arrived 6:01pm).

Administrators present were:
Dan Bridges, Superintendent,
Bob Ross, Chief Human Resources Officer,
Michael Frances, Chief Financial Officer/CSBO

Closed Session

Janet Yang Rohr moved, seconded by Paul Leong, 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) (2) Collective negotiating matters between the public body and its employees or their representatives.

Meeting Opening

Charles Cush made a motion, seconded by Joe Kozminski to return to Open Session at 7:13p.m. A voice vote was taken. Those voting yes: all 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, Donna Wandke, Paul Leong, Joe Kozminski, Kristine Gericke Janet Yang Rohr and Charles Cush.

Student Ambassadors present: Anna Snyder and Claire Yu.

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, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, Nancy Voise, Assistant Superintendent for Secondary Education, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction. Absent: Sinikka Mondini, Executive Director for Communications.

Pledge of Allegiance

Led by the Board of Education

Good News

Superintendent Bridges informed the audience that on March 10, 2020, the District Art Fair will be held at the Municipal Center.

Public Comment:

Becky Rudolph-Opt Out Naperville

Thank you for your statement last August against Marijuana sales in Naperville.

Evidence is based on surveys for both sides. Can the schools come up with some sort of statistics over the next 5-10 years on how this is affecting our students? Would be valuable to the community to have real meaningful information about this.

NNHS North Star-Rachel Hale

Editor in Chief of the North Star. Concerned that D203 is restricting free speech instead of protecting it. Rachel referenced the 2016 New Voices Legislation that makes it clear that students have free speech rights except in limited circumstances. In such cases, the burden of proof is on school officials and this policy does not mention that. The North Star staff is curious as to why other student publications are not included in this policy.

The North Star staff is asking to be included in revisions of this policy.

NCHS Central Times-Vivian Zhao

Senior and Editor in Chief of Central Times. Appreciative of the board looking at the policy.

There is concern that if opinion and editorial statements need to be signed there would be some reports not made due to the lack of anonymity. There is concern that the policy is too vague which makes it hard to understand and opens the door to disciplinary consequences should the advisor not prohibit a story that contains "socially inappropriate" speech. Like the North Star staff, The Central Times staff would like to meet to work on the new policy.

Action by Consent:

1. Adoption of Personnel Report

	EFFECTIVE DATE	LOCATION	POSITION
APPOINTMENT-ADMINISTRATION			
Matthew Langes	1-Jul-20	Elmwood	Principal
RESIGNATION-CERTIFIED			
Rebecca Ebling	end of 19-20 school year	NCHS	Foreign Lang-French
Laurie Kauzlaric	end of 19-20 school year	Beebe	Speech-Lang Path Bilngl
Margaret Pellegrini	end of 19-20 school year	NNHS	Science
LEAVE OF ABSENCE-CERTIFIED			
Sara McMinn	2020-21 School year	NNHS	Math
RESIGNATION-CLASSIFIED			
Anthony Ricely	31-Mar-20	Jefferson	Custodian
EMPLOYMENT-NON-UNION CLASSIFIED			

Bonnie Farmer	3/16/2020	ARECC	Lead Parent Educator
EMPLOYMENT-CLASSIFIED FULL-TIME			
Sahuntel Carter	3/2/2020	JJHS	Special Education Assistant
Erjon Pisha	2/18/2020	Meadow Glens/Ranch View	Custodian
EMPLOYMENT-CLASSIFIED PART-TIME			
Barbara Powers	2/18/2020	Ellsworth	Instructional Assistant

Charles Cush made a motion to approve the Consent Agenda as presented, seconded by Kristine Gericke. Those voting yes: Kozminski, Leong, Wandke, Gericke, Yang Rohr, Fitzgerald and Cush. No: None.

Superintendent Bridges introduced Matt Langes as the new principal at Elmwood Elementary. Looking forward to all the great things Matt will bring to Elmwood.

Student Ambassador Reports

Claire Yu NCHS:

- February 24th, 10th graders underwent Signs of Suicide Training, identifying the symptoms of suicide and other mental illnesses and learning about how and when to reach out for help
- February 28th & 29th & March 1, there was a musical ("Mamma Mia!") being performed with one show on Friday, Saturday, and Sunday (7:30 - 10:00 PM).
- March 3rd, the new members of the French Honor Society, a community service and engagement organization, will be inducted in the little theater from 7:00 - 8:00 PM.
- On March 5th & 6th, students will not have school due to parent-teacher conferences.
- March 6th, the Orchesis dance team will be having their showcase in the auditorium from 7:30 - 9:00 PM.

Anna Snyder-NNHS

SOCIAL

- On Sunday February 23, NNHS Seniors were able to strut their stuff at the Senior Fashion show!
- The Special Olympics basketball team has qualified for state!

ACADEMICS

- One NNHS Teacher, Mr. Kim, had the honor of being on Jeopardy last weekend!

ARTS/CLUBS

- Ping Pong won state this past weekend in Des Plaines Illinois for the fourth year in a row!
- All three NNHS Jazz Groups placed in Division I rankings at their Jazz in the Meadows competition this past weekend!
- This past weekend, One Acts were going on in the Theatre, featuring student's self-directed and written short plays!
- Brian Zheng and Bill Zheng traveled to state for Speech this weekend, Brian placing first for third year in a row!

ATHLETICS

- Five boys from NNHS Boys Swim placed at State this weekend in their respective events!
- Last Tuesday, around 20 NNHS students committed to college to play a sport!

Superintendent/Staff/School Report

Superintendent Bridges introduced and invited Erin Anderson, Principal of Madison Junior High to present their School Improvement Plan.

School Improvement Report MJHS

- To kick off the 2019 2020 school year, the Madison staff engaged in professional conversation in which we recommitted to our philosophical alignment to the District 203 Beliefs, Vision and Mission.
- In the spring of 2019, 77.36% of students met or exceeded ELA standards expectations, surpassing our goal by over 7%.
- As we analyzed these results we have established that by the Spring of 2021, 82% of students will meet or exceed on the ELA section (IAR)
- At Madison, the LA and Social Studies departments collaborate on instructional strategies, and integrate many reading and writing skills; therefore, this literacy rich approach has expanded opportunities for all students in the communication arts.
- We continue to analyze our data through the lens of demographic groups and recognize that many of our key strategies of good instruction foster confidence and connections within curriculum for students who may be struggling.
- In the spring of 2019, 62.03% of students met or exceeded Mathematics standards as measured by IAR.
- By spring of 2021, 68% of students will meet or exceed on the Mathematics section of the (IAR) assessment.
- Beginning in January of 2019, our math and science department coordinators deliberately collaborated and more math content was infused and highlighted within the science curriculum.
- Math practice in supervised study, test retakes, and peer tutors all contribute to student growth in mathematics.
- We believe it is important for our staff to work with students to understand their learning strengths and opportunities to improve as they explore their own values and appreciate the uniqueness of others.
- As students gain understanding and confidence in who they are as young adults and independent learners we believe it is important to promote responsible citizenship.
- To kick off the 2019-2020 school year, the entire Madison community focused on Respect, Inclusion, Diversity and Equity.
- Students have engaged in activities that have allowed them to celebrate their Diversity such as participating in our GSA club, Diversity club and our inaugural chapter of SUCCESS.
- Madison students and staff have made great use of the building renovation with our Learning Commons and café style booths and tables in the cafeteria to contribute to the purposeful nature of how flexible seating and unique use of space can affect teaching learning, and social skills development.
- The Zen Den is a location with various sensory items related to touch, sound, sight and smell. The goal is to guide students into mindfulness so that they can be present, decrease stress, and increase the quality of life.
- Other ways that our community comes together is when Students support one another through our WEB program, (Where Everyone Belongs). Here 8th grade students serve as mentors to incoming 6th grade students both during the initial transition as well as throughout the course of the year.
- The Naperville Education Foundation & Madison H/S Organization have extended the resources available to our classroom teachers.
- As you can see, the new decade has met Madison in the midst of many new and exciting initiatives as well as many continued programs that we are seeing tremendous success.

Board questions/comments:

Thank you for your report. Your test scores and the setting of lofty goals was impressive. The SEL and the embracing of diversity is wonderful to see. Appreciate the data and all that is not data driven.

Thank you. The integrative approach with Math and Science and Language Arts and Social Science is appreciated. When were the goals put into place?

We started working on this in 2017.

Can you speak to one or two things that have made a difference this year?

The leadership within the building. The work to make meaningful connections across subject areas. Staff was focused on the Essential Standards, a process that takes a lot of collaboration and staff work to make that happen.

“Makes a difference as to how the question is asked.” Thank you for thinking of that level of detail to make sure students can share that they know the answer. Walking thru the school truly gives off a positive vibe.

Is the use of time the same across all junior highs?

We do have periods; it is the thread of instruction across periods.

Fundamental idea behind the Middle School model.

We are very proud of you and your staff.

What is the impact you have seen in your students with all the work in equity and inclusion?

Students are more able to collaborate with peers. They feel more accepted.

Financial Projections

Superintendent Bridges asked Michael Frances, CFO/CSBO to update the Board and the community on the five-year forecast.

This forecast is used to help the district in:

- Budget Planning
- Tax Levy Determination
- Scenario & Trend Analysis
- Annual Update and Reassessment

Mr. Frances shared the following scenarios to create the current five-year forecast.

- Scenario 1 - Property taxes not deferred – current practice
- Scenario 2 - Property taxes deferred into next year
 - Results in a budget loss of current year revenue by not including the increase from the most recent levy
 - Fund balances are restated and reduced
- Scenario 3 - Property taxes deferred into next year
 - Version 2 with \$1 million extension abatement to 2019 levy

Board questions/comments:

Would love to see Scenario #3 restated with scenario #1.

The difference between #1 and #2 and #3 the slope is the same but there is a dip because of the restatement.

Yes, because the revenue is lower because of deferring the taxes.

Thank you for scenario #3. Are there other scenarios that anyone would like to see?

Decision will need to be at the March 16 BOE meeting so we will not be able to ask for additional information at the next board meeting.

Yes, we only have until the next meeting to file the abatements.

Superintendent Bridges said we are hesitant to lower this anymore as we have several unknowns. Mr. Frances can talk about some other ways that we can offer savings to our taxpayers.

Part of our tax levy is to get the pension fund in a healthier balance. We could use some of the fund balance to fund it to a 90% level; we are currently in the 60% range. If we funded that, at a higher level, we could ultimately lower the IMRF levy.

What would be the reduction to the IMRF funding levy over the years that the fund would be funded at a higher level?

Every year we get a rate for the unfunded amount. We would be able to equate that to a dollar value to see what we can reduce the pension levy.

Would we need to be taking action on that?

Would be proposing no reduction this year and then a reduction next year. We could potentially reduce it next year. We could make the payment in December.

We would make a payment in December and propose a reduction in the levy next year, correct?

Yes.

This scenario will be added to BoardDocs.

What percent are we this year in Health Insurance?

Current year trend is expenses are catching up to revenue. We don't anticipate increases going into next year. We monitor on a monthly basis.

As a matter of accounting practices, where does the \$7.89 million deficit in Scenario 3 go?

It rolls into the fund balance. It goes into the restated fund balance.

Can you do scenario #1 with \$1M and \$500K?

Will post in BoardDocs by Wednesday. May have to have two resolutions.

President's Report

President Fitzgerald updated the Board on continued meetings with large member districts and IASB. IASB has offered dues reductions and some free services. An additional meeting was held on Friday and continued the conversation. We are having conversations regarding the delegate assembly and the large district representation. Looking at ways to change representation without changing the constitution. Advocated that the focus return to be on all students.

Continued needs of large districts like policy and goals. Looking for leadership from IASB.

Thank you for all for clearing time in your schedule to allow for a self-evaluation on March 10.

Surveys are due tomorrow morning, March 3 at 8:00 am.

Board of Education Reports

None.

Discussion without Action

Debt Service Levy

Superintendent Bridges remarked that annually, the Board of Education has the option to abate all or part of the debt service levy if it is determined that the District has adequate resources to make the required bond payments without the tax levy. The 2019 levy year required bond and interest payments total \$2,953,000. Since the district is estimated to receive \$239,050 from the Federal Government for offset on the Build America Bonds, the abatement is for \$2,713,950.

Conversations with the Citizen's Finance Committee and the Board have continued to advocate for abating the debt service levy. We will be looking for action on March 16, 2020.

To date, since 2016, we have abated over \$8.5 million dollars and if this is abated, the total will be \$11.2 million dollars. Previously the 2008 bond has been abated and ultimately paid off early.

Resolution: Transfer of Funds for Debt Abatement

Board questions/comments:

Thank you for building these amounts into our projections we have continued to pass the savings for taxpayers

Thank you for sharing how much we have abated over time as this is money that is savings to the whole community.

New Course Proposals

Superintendent Bridges invited Assistant Superintendent for Curriculum and Instruction, Jayne Willard and Director of Curriculum and Instruction, Jennifer Donatelli to update the Board on New Course Proposals and Instructional Resources.

- In alignment with our commitment to equity, Learning services and Curriculum and Instruction leaders participated in PL geared specifically to curriculum development and resources selection led by the Great Lakes Equity Center also known as the MAP Center.
- Last year Dr. Leaks led the development of a memorandum of understanding with the Great Lakes Equity Center. As we work with curriculum teams, we embed this learning into our curriculum development to ensure that the curriculum we create for students is done through a lens of equity.
- It is our goal to create curriculum, implement instruction, and select resources that all students can access.
- As you may recall, in January 2016 the state board of education adopted the new Illinois Social Studies standards. The vision of these standards is to produce graduates who are civically engaged, socially responsible, culturally aware, and financially literate.
- At the heart of the new standards, students engage in the inquiry process to deeply understand disciplinary concepts in the areas of history, geography, civics, and economics.
- This year we established a K-5 social studies curriculum team with the goal to fully implement new curriculum at the start of the 2022 school year. Dr. Leaks will collaborate with Learning Services to provide her expertise and share feedback from the community to ensure that we are creating a curriculum that is equitable and includes accurate perspectives that are inclusive of all people's contribution to our global society.
- Our ongoing curriculum work with the high school results in our removing courses, renaming and revising courses, and recommending new courses to the Board for approval. Tonight we are recommending two new high school courses for board of education approval, Blended Film & Video Arts 3 and Blended Film & Video Arts 4. These are project-based, hands-on courses where students will utilize advanced equipment and editing software to create short films that focus on telling stories using visual elements and principles. The blended structure of the course will allow students to gather footage during the school day and have differentiated opportunities to meet with their teacher and work on specific skills and techniques.
- Both high schools will be removing Digital Publishing and Design from the course offerings.

Board questions/comments:

Can you help us understand the new course proposal process?

Mrs. Willard explained that there are meetings with the IC's to see what needs are, some are due to legislation, some are from pathway development, some are from interest. They propose ideas from teachers. We will discuss what the standards will be based on, does it create redundancy. We also meet with building principals and budget, and does it affect FTE.

Instructional Resources

- We would like to recommend new K-12 instructional resources for Board of Education approval. We would also like to provide an update on K-5 math curriculum revisions, including the recommendation of a new instructional resource and professional learning contract.
- Resource identification is an important component of our curriculum development process. We regularly review resources for three main reasons; to replace dated curricular materials with updated resources that have online digital access, to support the implementation of new curriculum, and to ensure that we meet the diverse needs of our students. Teachers review resources to determine the best alignment to our district curriculum and Illinois Learning standards.

- The following resources have been selected for Board of Education approval:
- New K-5 Math instructional resources, digital platform, and manipulative kits
- (9-12) High School Social Studies resources that align to new Illinois Social Studies Standards and Advanced Placement requirements
- (9-12) High School extended texts in Communication Arts to provide differentiation opportunities for students and to support the new 12th grade Special Topics course.
- (9-12) High School CTE resources to support the courses in both the Agriculture and Technology and Engineering pathways
- In BoardDocs, you will find a comprehensive list of all K-12 instructional resources that have been recommended for approval for the 2020-2021 school year.
- We are recommending Ready Math as the new K-5 core math resource. Ready Math aligns with best practice, increases rigor for students, has an adaptive digital platform for student use inside and outside of the classroom, and provides ongoing professional learning for teachers. If approved, we will include Ready Math professional learning into our summer brick and will continue this learning throughout the course of next year so teachers understand the components of the resource and the online platform for students.

Board questions/comments:

Thrilled to see the language that the curriculum is diverse. The new legislation that we are to comply with is effective immediately and our curriculum is on a little bit longer period.

The legislation is effective July 2020. We are just now receiving guidance from the ROE and the state. We will embed most in our Social Science course work. The most change will be in next school year. The guidance from the state is slow in coming. We will be a little out of compliance but we are working as fast as the state is giving information.

The state will be aware that the changes will be in effect in 2021-2022.

Will we be in communication with the state regarding this noncompliance?

Yes and we are not the only district who will be out of compliance.

We will look for action at our March 16, Board of Education meeting.

EC-12 Certified and District SPED Staffing Projection

Superintendent Bridges noted that annually staff goes thru the process of making certified staff projections and presenting to the Board for approval.

Assistant Superintendent for Secondary Education, Nancy Voise reported that we are projecting an increase of 23 FTE. Increase in enrollment of 1.9% and staff increase of 1.5%. These staff will only be hired as enrollment dictates at the beginning of the year.

Board questions/comments:

To clarify, the budget updates will reflect 23 FTE and not 23.6 FTE, correct.

Yes.

We will have action on this on March 16.

Policy 7:310 Student Publications

Mrs. Voise referenced the proposed policy in BoardDocs. The policy has been revised and reviewed by legal counsel to reflect changes in the law and PRESS recommendations. New language because of those revisions are printed in red, and language that is stricken in black is recommended for removal. We are looking to delete policy 7:320 as it has no basis in law and is not in PRESS.

Board Questions/Comment:

There is a statement in 7:320 that is not restated in 7:310. It feels that it is more specific as to what the Board and staff can do. Is there a reason it is not restated? What will keep the district from overstepping?

The law is unsettled in that area. There are still some issues that are not settled on. We can look at adding the language back in with input from legal counsel. We need to be consistent with the law and other Press policies.

Can you review the process for policy review?

Legal counsel works with Cabinet to make sure that we are in line with the law, not contradicting other policies and are in alignment with IASB. Superintendent Bridges reminded the Board that the policies sets governance for the Board of Education. He noted that the last time this policy was updated; none of these students was born.

We do want to be sure that if there are items that were raised by the students that we could consider, we want to consider them.

We will consider what was said by the students.

Can students leave their written statements?

Yes.

Will you get back to the BOE with any revisions?

Yes.

We will see revisions at March 16 BOE meeting and will either take action or delay until the following meeting.

Policy 4:20 Fund Balances

Superintendent Bridges noted that updates have been made to Policy 4:20 due to BOE comments.

Board questions/comments:

We need to clarify that taxpayer relief is not the only recommendations. Would be interested in considering other options that Administration may bring forward.

We can include the words.

Extend the funds over time-is it the intention to leave it vague?

Intention is to leave it somewhat vague as the Board was concerned that in earlier versions the money would have to be spent in one year. This language allows for flexibility.

Looking for action on March 16.

Policy 4:40 Incurring Debt

Board questions/comments:

Can you define “early” if the superintendent needs to give notice to the Board of the need to borrow money?

Michael Frances will look at PRESS policy to see if there is a definition. Early means early enough to get the paperwork required completed.

Means early in the process.

We will review PRESS.

Policy 4:30 Revenue and Investments

Superintendent Bridges stated that this policy is being updated due to legislative changes.

Mr. Frances said that the update was taken straight from PRESS.

We will look for action March 16.

Restatement of 403(b) and 457 Plan Documents

Superintendent Bridges noted that we are in the process of updating these documents. Working with legal counsel to get these updated. Mr. Frances stated that we due to an IRS audit, we need to revise these documents. These plans allow our employees to contribute some of their salaries. These have not been updated in a number of years. We anticipate having the updated documents later this week and will update them in BoardDocs.

**MOU/IGA with Naperville Police Department
NPD Reciprocal Agreement**

Policy 7:150-Police Interviews

Superintendent Bridges reported that we continue to work internally and the NPD. Have an internal call on Thursday. We will keep you updated on them.

We will allow another two weeks to approve these once we have all the documents.

Discussion with Action

None

Old Business

None

New Business

None

Upcoming Events

March 10 Board Self Evaluation meeting

March 16 Board of Education Meeting

March 19 NEF Building a Passion Breakfast

Adjournment

Janet Yang Rohr moved seconded by Paul Leong to adjourn the meeting at 9:00 p.m. A voice vote was taken and the motion carried unanimously.

Approved: March 16, 2020

Kristin Fitzgerald, President, Board of
Education

Susan Patton, Secretary, Board of
Education