
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 4, 2019 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

President Kristin Fitzgerald called the meeting to order at 6:00p.m. Board members present: Terry Fielden, Kristin Fitzgerald, Kristine Gericke, Janet Yang Rohr, Donna Wandke and Paul Leong. Charles Cush arrived at 6:14pm.

Administrators present were:

Dan Bridges, Superintendent,
Bob Ross, Chief Operating Officer,
Michael Frances, Chief Financial Officer/CSBO
Melanie Brown, Director of Finance and Support Services

Closed Session

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

- Pursuant to 5 ILCS120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District.
- 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 Terry Fielden to return to Open Session at 7:05pm.. 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, Charles Cush, Paul Leong, Terry Fielden, Kristine Gericke and Janet Yang Rohr.

Student Ambassadors present: None.

Administrators present: Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer, Michael Frances, Chief Finance Officer, Chuck Freundt, Assistant Superintendent for Elementary Education, Carol Hetman, Chief Human Resources Officer, 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 Operating Officer, Nancy Voise, Assistant Superintendent for Secondary Education, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.
Absent: Jennifer Hester, Chief Academic Officer.

Pledge of Allegiance

Led by Board of Education.

Good News

Superintendent Bridges reminded the Board of Education and Community of the Focus 203 Community engagement events to be held on March 13, 2019 at 7:00pm at Naperville Central High School and March 14, 2019 at 9:00 am at Grace United Methodist Church.

Public Comment:

None

Action by Consent:

1. Adoption of Personnel Report

	EFFECTIVE DATE	LOCATION	POSITION
RESIGNATION-CERTIFIED			
Rachel Alexander	August 11, 2019	Prairie	2 nd Grade
Marie Bollinger	11-Aug-19	Kingsley	2 nd Grade
Taylor Bryja	11-Aug-19	Ellsworth	1 st Grade
Stephanie Higgins	11-Aug-19	NCHS	FACS
Bethany Hurst	11-Aug-19	NCHS	FACS
Laura Lundgren	11-Aug-19	NNHS	Mathematics
Edith Nava	11-Aug-19	Elmwood	3 rd Grade Dual Language
Bryan Peckhart	30-Jun-19	NNHS	IC-Career & Tech Ed
Molly Sass	11-Aug-19	Elmwood	Kindergarten
Katherine Shaw	end of 18-19 school year	Highlands	4 th Grade
LEAVE OF ABSENCE-CERTIFIED			
Katie Jacobs	2019-20 School Year	NNHS	Science
REVISED LEAVE OF ABSENCE-CERTIFIED			
Melanie Reicher	2019-20 School Year	MJHS	Science
RETIREMENT-CLASSIFIED			
Randy Angeletti	31-Mar-19	Naperville Central	Custodian
Jacqueline Earl	1-Jun-19	Naperville Central	Special Education Assistant
RESIGNATION-CLASSIFIED			
Jill Kucera	22-Feb-19	Mill St.	Special Education Assistant
Mary Loconsole	21-Feb-19	Steeple Run	Special Education Assistant

Diana Rodriguez	4-Mar-19	Jefferson	Computer Support Associate
EMPLOYMENT-NON-UNION CLASSIFIED			
Jacque Clermont	18-Mar-19	PSAC	Director of Community Relations
EMPLOYMENT-CLASSIFIED FULL-TIME			
Janessa Davis	2/25/2019	Mill St.	Special Education Assistant
Ditar Dirmishllari	2/13/2019	Naperville North	Custodian
Shelby Reynolds	3/5/2019	Ranch View/Meadow Glens	Custodian
Chad Wietting	2/27/2019	Meadow Glens	Custodian
EXTEND LEAVE OF ABSENCE-NON-UNION CLASSIFIED			
Damaris Yusuf	2/25/19 – 4/1/19	Elmwood	Dual Language Assistant

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

Superintendent Bridges welcomed newly hired Director of Community Relations, Jacque Clermont.

Student Ambassador Reports

None

Superintendent/Staff/School Report

Superintendent Bridges invited Erin Marker to offer Kingsley's SIP report.

School Improvement Plan-Kingsley Elementary School

- Much of the school improvement process starts with the work of the School Improvement Team.
- When looking at Kingsley's PARCC achievement data from year 2015 through 2017, compared to District 203 averages, teachers and staff had additional questions and a need to complete a more in depth analysis of our sub group categories to better impact instructional practices.
- The team determined a need for school improvement goals in English Language Arts and mathematics, with a specific focus on co-teaching structures.
- Through the professional learning plan changes to structures and instruction were made, creating co-taught classrooms at Kingsley.
- As part of the process, our school improvement team meets monthly to ensure that we are working on the right work and keeping ourselves aligned with our School Improvement plan, as well as District 203 Blue Print.
- Throughout 2017, co-teachers, including general education teachers and specialists, engaged in professional learning to build a solid understanding of co-taught models and teacher roles and responsibilities.

- We have seen an increase in achievement data that coincides with the strategic professional learning cycle and the implementation of instructional strategies through the co teaching framework.
- Our data provides further evidence that the purposeful work in improving core instruction, impacted all students, including those in sub groups.
- In addition to co-teaching in math, other practices which may have impacted achievement includes our work with depth of knowledge, task complexity, and over all rigor of the standard being taught.
- Kingsley staff continue to focus on explicit teaching of social and emotional standards throughout the school day in order to enhance our climate of trust, respect and collaboration.

Questions/Comments:

Congratulations on fantastic results. Nice to see the students being engaged.

It seems that in years past you have uncovered data with girls and boys in regards to math and created an action plan around that. Is there an update on that?

We wrote a grant thru NEF to help us with resources in not only building skills but also building self-confidence. Girls at Kingsley were testing well but when it got to harder tasks for honors math, they were weaker. Kingsley invested in resources to support those girls. We have seen increases in girls in Honors math. Before we started working with these girls, there was a 1:3 ratio of boys to girls in Honors Math, we now have a 50/50 split.

Congrats on seeing the trend and working to make improvements.

Does Kingsley have Co-teaching in all classes?

Last year we did it in K, 2 and 4, where we had purposeful co teaching in place. We had a LBS with the General Ed teacher in Mathematics, Writers Workshop and ELA. They also supported an ELA block in 1st, 3rd and 5th.

We have found a way to group students in ways that allow the EL teacher and our Reading Specialist to be a co teacher as well as the LBS and the EL teacher so that the needs of students are being met in the best and smartest ways we can.

Impressed with the progress you have made with the economically disadvantage students. What are you doing with them to see the increases?

Actually there was no more support with them. They just also benefitted to the extra support in core subjects.

Data is wow! The real impact of the co-teaching focus for the overall population.

Five Year Financial Forecast:

Updated projection scenarios. Include current certified staffing and the current changes in the minimum wage.

Questions/Comments:

Thank you for all the scenarios. The more information we have, the better decisions we can make.

President's report

Making progress with legislation with Senator Eillman. How School Boards can recover growth when they do abatements with a limit of 50% recovery. There is a potential sponsor, Karina Villa, in the House. We feel positive about the progress we are making in regards to this legislation.

BOE Reports

Several Board Members attended the Education Alliance leadership meeting in Springfield. Hearing what bills are coming before the Legislation and the impact those will have on education. Also got to meet with our legislators regarding specific legislation. Nice to have the opportunity to take concerns of school districts and community to the legislators. Good to be with other board members.

Worthwhile as it seems you always learn things about the legislative process. Legislators say that a lot of legislation is put into place without a lot of thought—more reactionary. Nice to be able to let them know how some changes can impact school districts and can cost a lot of money. The Alliance does do a good job at letting boards know what legislation is pending. We are able to build new relationships and are able to give real time information on pending legislation.

While at the Diversity Committee meeting, positive comments were made regarding the School Breakfast Pilot. An unexpected initial outcome is that tardies are decreasing because students are getting to school for breakfast.

Discussion without Action

Resolution: Transfer of Funds for Debt Abatement

Administration, with direction from Citizens Finance Advisory Committee the Board of Education has been planning to abate the 2018 Debt Service Levy. All of the scenarios have been included that abatement.

This requires a transfer of money from the Education Fund to the Debt Service Fund. The Board will be asked to act upon a resolution at the March 18, 2019 Board of Education meeting.

Debt Service Levy:

Superintendent Bridges indicated that annually, the Board 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. This would be a \$2.993 million savings to the taxpayers. The Board will be asked to take action on March 18, 2019.

Questions:

None

Authorization to Reduce 2018 Aggregate Extension

At the direction of the Board of Education and with input from the Citizen's Financial Advisory Committee, Superintendent Bridges indicated that we have had multiple conversations regarding potential reduction or abatement of 2018 aggregate extension. A number of models and scenarios up to \$4 Million have been provided for further consideration. A lot of conversation and action has been taken by the Board to be fiscally responsible. He noted several things the Board has done including abating the debt service levy multiple times and projecting to abate into the future too. He indicated that he is concerned about an additional reduction in abatement of the levy and what it does to us in the long term since this is money we cannot recapture and will impact us in the out years. He indicated that due to the level of uncertainty in the State funding, or unfunded mandates, he asks that the Board of Education proceed with caution. He could support the full levy, but if the Board wishes he could support \$2 Million, with caution. We will be bringing a resolution to the meeting on March 18, 2019 for action by the Board of Education. Superintendent Bridges asked the Board to share what information they need in order to make a decision at the next Board meeting?

Questions/Comments:

The Board needs to develop a policy for the fund balance in terms of months. We have talked about 6-7 months but we do need to document that. We have a history of being fiscally responsible so we are in a unique place to be financially sound. Too much of a cut in the levy means down the road with no way to collect it. A \$1.5 Million abatement could be supported.

Would the legislation being sponsored by Senator Ellman be retroactive? With the three year look back, would we be able to recoup if we reduced our levy?

We don't know.

We would not know until the legislation gets further developed. We would have to look at it in a couple of ways one a temporary abatement where we would be able to get back all of the growth. In the 50% scenario, a permanent, we would be able to recover any growth. We would need to adjust the effective dates. This is why we need this type of legislation as it allows Boards to make better decisions. We would have to work for retroactive dates.

For the community, we are trying to balance giving all, to students and not taking any more money than we need. We are trying to reduce the impact of a property tax increase.

Just wanted to see the impact of a \$4M abatement not thinking that we would really go there as it would be nice to see the impact more than five years out.

Thank the financial team for all they have done. Would be nice to have all Board members weigh in.

The balance is hard because we don't really know what the future holds. We want to do what is best for the community and students now and in the future. The Citizen's Finance Advisory Committee is right there, somewhere between \$1M and \$2M.

Thank the Administration for the work of the committee. Would be nice to give back to the community. \$2M will allow us to do that and still provide for students.

\$2M doesn't make me feel uncomfortable when there will still be a surplus at \$4M.

Still standing on \$1M, could perhaps go to \$1.5M but not any beyond that.

We have outlined a multiyear effort; we have been cautious so we do save money. We have to understand what our new initiatives will be and any new legislation that may impact our reserves. Would like to see us of somewhere between \$1M -\$2M where we can save taxpayers money and not impact our future spending.

Superintendent Bridges indicated that we will develop two resolutions, one for \$1.5M and one for \$2M. As more information comes in we will look at anything else that may impact us.

We have looked diligently at other districts to see what has happened to districts who had hardships after taking too high of an abatement.

Nice for the Board to debate to fully understand the issue and so the community can see that the Board is fully focused on the best interest of the students.

We need to take what we need but not more than that.

Not the intention to raise it every year. We may have to reevaluate next year and we cannot take an additional abatement over this year. We are making a decision based on the knowledge we have today. This is not an indication that we will do this each year.

Whatever we take this year, will be the continuous saving each year. What will not happen is an increase over the levied amount but the increased amount will be every year.

We do have the option to not take the debt service levy.

New Course Proposals:

Superintendent Bridges introduced Jayne Willard, Assistant Superintendent for Curriculum and Instruction and Jennifer Donatelli, Director of Curriculum and Instruction, to provide an update to the Board of Education on curriculum development and pathway recommendations in the area of Technology and Engineering Education; Agriculture Education; Communication Arts; and Mathematics for the 2020-2021 school year.

- In the Math and Communication Arts departments three new courses are being recommended. Differential Equations, offers dual credit with the University of Illinois, allows students to move their study beyond multivariable calculus and focus on differential equations with an emphasis**

on applications. A new Geometry course that integrates hands-on application of concepts. The Geometry & Construction course will be taught across two periods. The course partners a math and CTE teacher to deliver instruction.

- Special Topics in Literature is a class for students in 12th grade. The course will guide students through a focused study of literature (both fiction and non-fiction), with emphasis on exploring experiences, themes, and concepts from a variety of voices.
- Introduction to Algebra will be removed but interventions will continue to be in place for students who need additional support with Algebra concepts. This course no longer supports our efforts of closing achievement gaps.
- With the redesign of the Plant Science pathway, all horticultural courses are to be replaced with a new menu of offerings that align to current industry trends and postsecondary opportunities. Four new courses - Plant Science, Floriculture and landscape design, Food Science: Cultivation to Innovation, and Aquaculture and Urban Food Production, will complete our Plant Science pathway and enrich our offerings for Ag Education. The completion of these pathway courses allows students to be eligible for post-secondary scholarships through the national Future Farmers of America organization (FFA).
- Three new courses are being developed for our Engineering pathway. **Engineering Design Studio**, for freshman through seniors will focus on the engineering design process with a project-based learning structure. Within the redesign of our architectural courses, we will continue to embed our citywide authentic project into **Drafting Studio 2** while fostering student skill development in design and civil engineering concepts. Culminating experiences in these areas include the **STEM Capstone** and the **Engineering Research & Design** courses which focus student learning on authentic application and problem-solving.

New Course Recommendations:

- *Communication Arts*: **Special Topics in Literature**
- *Math*: **Differential Equations**
- *Math and Career & Technical Education (CTE)*: **Geometry in Construction**
- *Career & Technical Education (CTE)*: **Plant Science**
- *Career & Technical Education (CTE)*: **Floriculture and Landscape Design**
- *Career & Technical Education (CTE)*: **Aquaculture and Urban Food Production**
- *Career & Technical Education (CTE)*: **Food Science**
- *Career & Technical Education (CTE)*: **Drafting Studio 1**
- *Career & Technical Education (CTE)*: **Drafting Studio 2**
- *Career & Technical Education (CTE)*: **Engineering Design Studio**

Questions/Comments:

Good course titles Geometry and Construction will offer good life skills. The plant science classes are very important as our climate changes.

Differential Equations Course what is the number of students who will take in the class. How does that course look for those student who take this class?

Very small number of students will take this course. They will be integrated with the Multivariable students which is an online platform. The same teacher will support both Differential Equations and Multivariable. It will be like a blended experience.

Do we have a natural pathway to Differential Equations?

The pathway is for a small group of students. Now they will be able to get some university credit. Most often they are taking these classes at NCC outside our school day.

Board member is concerned that it will grow and it will create a push for that course and what will the SEL impact be on those students.

Concerned that students will feel pressured to get to the course especially once it becomes eligible for dual credit.

Congrats on being able to do away with the intro to Algebra. Glad to see the pathway to Algebra 2.

What are the interventions that will be available to those who need extra Algebra support?

It is currently in place. There is an Algebra support class that is built into Algebra 1. Those students who need extra support are taking two sections of Math.

Instructional Resources:

Jennifer Donatelli, Director of Curriculum and Instruction discussed how we identify Instructional Resources.

The recommended instructional resources were reviewed. It was noted that the identified resources are being recommended to support curriculum and to refresh dated curricular materials. They have been reviewed and evaluated by teachers and administration. They will support continued implementation of social studies, the realignment of our world and classical languages curriculum, and updates needed for AP resources, we have adequately budgeted for these expenses. The Board will be asked to take action on March 18.

Questions:

Thank you. Why are we purchasing a bundle of print and digital and then additional digital licenses? Is it because we are buying digital licenses for all students and a classroom set of textbooks?

Yes.

University Physics, do we buy the digital and print for each student?

Yes, because it is a university level course they don't allow you to bundle the digital and print resources. We buy the digital because it has additional resources that the print resources don't have. We often buy AP texts for each student because of the rigor of the course.

The ELA extended texts costs are passed onto the students through their fees is that correct?

Anderson's always gives us a discount on those texts.

EC-12 Certified and District SPED Staffing Projection

Superintendent Bridges indicated that annually, the Administration reviews the staffing projections. This year High School and Special Education staffing is combined into this report. Chuck Freundt, Dr. Christine Igoe and Nancy Voise presented information comparing actual staffing for 2018-2019 to projected staffing for 2019-2020 The projection is for a decrease of 5.28 FTE due to changes at each level, We are projecting an increase of Elementary students as well as an increase in students who require special services. At the Junior High level there is a slight decrease in enrollment as well as other efficiencies that we were able to make. At the High School level, we will see a slight increase enrollment increase but have found some efficiencies to allow for a decrease in staffing. The increase of 3.60 FTE in the Student Services area is due to the in the overall increase of students with complex needs. The Board will be asked to take action on March 18, 2019.

Questions:

None

Discussion with Action

None

Old Business

None

New Business

None

Upcoming Events

Superintendent Bridges noted some upcoming events:

Wednesday March 6, 2019, we will be hosting the IASB DuPage Division Dinner at NCHS.

Focus 203 on March 13 and March 14.

NEF Breakfast to be held on March 20, 2019.

President Fitzgerald mad a note that several upcoming Board meeting do not follow the normal pattern so please check the calendar.

Charles Cush moved seconded by Terry Fielden to adjourn the meeting at 8:29pm. A voice vote was taken and the motion carried unanimously.

Approved: March 18, 2019

Kristin Fitzgerald, President, Board of
Education

Susan Patton, Secretary, Board of
Education