
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT District Administration Building, 203 West Hillside Road, Naperville, IL 60540
March 6, 2023, AT 7:00 pm. Closed Session at 5:00 pm.

Call to order

President Kristin Fitzgerald called the meeting to order at 5:00 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Joe Kozminski, Amanda McMillen, Donna Wandke, Tony Casey, and Charles Cush (via phone.)

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

Joe Perkoski, Legal Counsel

Closed Session

Amanda McMillen seconded by Joe Kozminski to go into Closed Session at 5:01 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.
3. Pursuant to Section 2.06. 5 ILCS 120/2(c)(21) Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes. 2021-2022

Meeting Opening

Amanda McMillen made a motion, seconded by Joe Kozminski to return to Open Session at 7:04 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, Casey, Wandke, and Kozminski. No: None. Absent: Cush. The motion carried.

Donna Wandke made a motion, seconded by Kristine Gericke to allow Board Member Charles Cush to join via phone. A roll call vote was taken. Those voting yes: Kozminski, Casey, McMillen, Wandke, Gericke, and Fitzgerald. Those voting no: None. Absent: Cush. 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, Amanda McMillen, Joe Kozminski, and Donna Wandke. Absent: Charles Cush.

Student Ambassadors present: None.

Administrators present: Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Administrative Services, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Elementary Education, Chala Holland, Assistant Superintendent for Administrative Services, Rakeda Leaks, Executive Director of Inclusion and Diversity, Alex Mayster, Executive

Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Student Services

Personnel

Kristine Gericke made a motion, seconded by Amanda McMillen to approve the resolution authorizing issuance of notice of charges and dismissal and issuance of notice of hearing rights to Timothy Madden. There was a roll call vote. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, Casey, and Wandke. Those voting no: None. The motion carried.

Pledge of Allegiance

Led by the Board of Education

Good News:

Naperville 203 Superintendent Dan Bridges has been selected as the Superintendent of Distinction for DuPage County by the Illinois Association of School Administrators. Mr. Bridges' leadership and his willingness to share his district's experiences and resources with others were cited by those nominating him as reasons for his being presented the award. I think I can speak for our leadership team here today in expressing our thanks to Dan for his leadership and efforts to elevate our district and ensure its continued success. Dan, thanks for everything you do.

In collaboration with Glenbard 87, DuPage High School District 88, and Lyons Township 204, Naperville 203 hosted the second annual **Equity & Mental Health Student Leadership Conference** last week. This year's theme was Be Here. Be You. Belong., and the event emphasized healing and advocacy through the arts.

S.U.C.C.E.S.S hosted another outstanding event last Sunday through its "Celebrating Black Success: The Black Professional" event. This year's program included an entertaining, interactive and educational program, in addition to opportunities to network and a SUCCESS Resource Fair. Thank you to all who attended and made this great event possible.

The Naperville 203 Vision team recently led multiple presentations at the Illinois AER- Vision Conference, a national conference for educators of the blind and visually impaired. The team's presentation was so popular it was standing-room only! Thank you to Maura Guimon-Warren, Morgan Foreman, Rosemary Nave-Stawasz and Tracy Wilks for being outstanding educators and great representatives of our school district at a national level.

President Fitzgerald added the Board of Education's congratulations to Superintendent Bridges on his recognition of Superintendent of distinction. She also noted thanks and praise for the S,U,C.C.E,S,S event and the collaboration with other districts on the Equity and Mental Health Student Leadership Conference.

Public Comment:

President Fitzgerald gave the parameters for public comment. She will designate the next speaker so that they have the appropriate time to prepare. Issues raised in public comment will be taken under advisement by the Board of Education but will not be discussed in this meeting. Because the questions raised in public comment address district operational matters, the Superintendent is designated by the Board to coordinate responses and will apprise the Board accordingly. All public comments have been

added to Board Docs. President Fitzgerald reminded the community that as outlined in Board Policy 2.230, individuals addressing the Board should conduct themselves with respect and civility toward others. Individuals are free to express their criticism regarding Board policy or decisions by the Board but should refrain from personal attacks.

A community member came to talk about a partnership with the city of Naperville to improve the Mill Street Corridor. She is working for improvement from NNHS tennis courts to the railroad tracks. She is asking the district to plant some trees along the parkway. She says the city is willing to partner with the district. This will help clear the air of the particulates that come from the trains and cement factory on the other side of the tracks.

President Fitzgerald thanked her for sharing her comments.

**Action by Consent:
Adoption of the Personnel Report**

	Effective Date	Location	Position
REASSIGNMENT-ADMINISTRATION			
Emily Cummings	7-Aug-23	Kingsley	Assistant Principal
RESIGNATION-CERTIFIED			
Magdalena Munoz	5/26/2023	Elmwood	5th Grade Dual Language
Cara Acosta	8/11/2023	Beebe	Learning Behavior Specialist
Jana Oliver	3/3/2023	Maplebrook	Kindergarten
Colleen Glasby	3/10/2023	Beebe	2nd Grade Teacher
Eric Weber	6/19/2023	Scott	LBS Teacher
REASSIGNMENT-CLASSIFIED TO CERTIFIED			
Andrew McMcrec	8/7/2023	TBD	Teacher
APPOINTMENT-CERTIFIED FULL-TIME			
Mariah Leon	2/16/2023	JJHS	DL SS and ELA Teacher
LEAVE OF ABSENCE-CERTIFIED			
Kelsie Kittilsen	11/6/23 - 12/1/23	Ellsworth	1st Grade
EXTEND LEAVE OF ABSENCE-CERTIFIED			
Heidi Henry	SY 23/24	Highlands	3rd Grade
RETIREMENT-CLASSIFIED			
Barbara Porcelius	5/31/2023	Beebe	Special Education Assistant
Rudolph West	9/5/2023	Transportation	Bus Driver
RESIGNATION-CLASSIFIED			
Darrell Cobb	2/14/2023	Transportation	Bus Driver
Christal Perez	3/8/2023	NNHS	Health Tech
EMPLOYMENT-NON-UNION CLASSIFIED			
Amanda Pazdan	3/6/2023	PSAC	HR Generalist
EMPLOYMENT-CLASSIFIED FULL-TIME			
Angel Johnson	2/15/2023	Ann Reid	Special Education Assistant
Jacqueline Pratt	2/27/2023	Mill Street	Special Education Assistant

Colleen Morrell	2/27/2023	Ann Reid	Special Education Assistant
Nicole Hodge	2/27/2023	LJHS	Special Education Assistant
Danielle Jones	3/1/2023	Ellsworth	Senior Secretary
Jeannette Arellano	2/27/2023	Beebe	Dual Language Assistant

Kristine Gericke made a motion to approve the Consent Agenda as presented, seconded by Joe Kozminski. Those voting yes: Cush, Casey, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. No: None. The motion carried.

Superintendent/Staff/School Report
No report.

President's Report
Board of Education Self evaluation will be held on March 13.

Board of Education reports:
Board member Wandke reported on behalf of the Diversity Equity and Inclusion team. She noted events held at schools honoring black history month. They also discussed the Panorama Survey and the Asian Pacific Islander month of May. They also reviewed the Strategic Blueprint. She shared appreciation for Dr. Leaks and for how far the district has come in DEI.

Discussion without Action

Career 203 Update
Superintendent Bridges welcomed Shelly Nelson, Director of Career 203..
She presented three proposals that were voted on unanimously by the committee.

- Like our District, Career 203 is future-focused and it continues to be a pleasure to champion this innovative professional growth system.
- I'm here tonight to present three proposals recommended unanimously by the Career 203 Assessment Committee for inclusion in next year's Professional Growth Guide. To frame those proposals, we will review the cornerstones of the Career 203 model, and highlight some successes of the program.
- In 2010, the District and the NUEA agreed to redevelop a professional growth model for educator compensation that would replace a graduate credit-based compensation model that is very common in IL school districts. A committee was charged with creating a much more targeted plan that focuses on the improvement of student learning, allows staff members to direct their learning plan based on future career goals, and considers the impact on the lifetime earnings of certified staff. The result of that collaboration is Career 203.
- Career 203 was implemented at the start of the 2013-2014 school year. It was built upon the foundations of rigor, relevance, efficiency and transparency, accountability, and collaboration. The model needed to be flexible to allow for variety and choice, provide educators freedom to pursue learning opportunities based on their current role, their career path, the needs of our students, or in support of District initiatives. As a comprehensive career path program, educators set a goal, choose bricks to achieve that goal, find and complete appropriate learning opportunities to fulfill that brick, then reflect on what they've learned and apply for compensation.
- Under the Career 203 model, all educators are classified as Emerging or Career Educators. Staff engage in professional learning activities which form cohesive bricks to pave their career

Commented [1]: love the future focused reference

Commented [2]: Thanks

path - their path may include becoming an administrator in the future, getting an advanced degree, or becoming an expert in a specific content area or practice. Upon completion of a brick, staff members reflect on what they have learned to earn either a predetermined payment, or points that are used for advancement on the salary schedule. Bricks are either predefined by the Program Guide, developed by the District, or curated by a staff member to build their own career path. Compensation for each brick is established before the educator engages in the learning activities.

- Emerging Educators are those who have not yet earned a Master's degree and comprise about 15% of our NUEA staff. For these educators, Career 203 consists of completing the Master's degree brick and participating in District-designed bricks for payment such as this past summer's new Social Studies Curriculum brick. In calendar year 2022, our emerging educators earned 9,061 points - the equivalent of 906 graduate semester hours.
- Career Educators are those who have successfully earned an advanced degree and comprise about 85% of our NUEA staff. Career Educators have full access to every brick in the Program Guide and many choose to develop custom-built bricks with learning experiences of their choosing. During calendar year 2022 our career educators earned 23,448 points - the equivalent of 2,345 graduate semester hours of professional learning.
- We have historically tracked how many of the points earned by Career Educators were the more traditional university credits and how many of the *points* were earned by embarking on professional learning which would not have earned salary credit under the previous system. We expect that many of our points will continue to be earned by completing university coursework - which totaled 50% in school year 2021-2022 - based on the point value of a graduate semester hour. But last year I began looking at that same information from the perspective of how many educators are completing *bricks* that contain only university credit. I feel that this is indicative of educators embracing both the flexibility and freedom in designing their own professional growth with more targeted learning experiences.
- Most Career 203 compensation is awarded in points which are used toward advancement on the salary schedule. We work closely with the Business Office to track the cost of salary advancements so that accurate estimations can be made for budgeting salary costs each year.
- One of the hallmarks of Career 203 is a brick that allows our educators to create and facilitate a Professional Learning course for their colleagues. Both the educators who create the course and the educators who complete the course earn points. In the 21-22 school year, a wide variety of courses and bricks were offered which were all centered around the District's values and initiatives. One such brick was a Series of Professional Learning Experiences developed by two Learning Support Coaches that is a year-long exploration of resiliency in educators. Each monthly session focuses on a specific habit that is purposefully aligned to the school calendar to help educators build skills to thrive throughout the life cycle of the school year.
- Last year, you approved a new brick recommended by the Career 203 Committee to establish Career 203 Facilitators throughout the District. I'm very happy to share that the brick has been wildly successful and has been invaluable to educators throughout the District in helping to increase understanding, build capacity, and ease frustrations. Without an increase to the existing Career 203 budget, we were able to allocate each school with at least 1 Facilitator and designate a Facilitator to work with itinerant and District-level educators. According to the logs they each keep, they have spent countless hours working with hundreds of educators. Their

efforts are deserving of a big public shout-out, and I thank you, the Board, for your commitment to Career 203 by approving this new brick last year.

- From the onset, Career 203 was strategically designed to be dynamic. It is meant to evolve with the needs of our students, support the initiatives of the District, and adapt based on the career goals of our educators. The Career 203 Assessment Committee plays an important role in making sure the program remains collaborative, relevant, and rigorous.
- The Career 203 Assessment Committee consists of 12 members appointed in equal numbers by the Association and Administration, and I serve as a non-voting facilitator. The committee approved 3 proposals unanimously for the Board's consideration with action at their next meeting.
- As we reviewed previously, courses created and facilitated by D203 educators are very popular among their colleagues. Courses generally fill to capacity within minutes of the start of registration. Educators are awarded points each time they create a new course, then are awarded payments each time they re-facilitate the course. The District wishes to continue growing the Professional Learning course catalog and see more D203 educators participate in those courses. This proposal is to increase each payment by 50% from \$250 to \$375 and from \$500 to \$750. Based on the average number of courses reoffered each year, the approximate financial impact is just over \$4000 per year.
- The NBCT (National Board Certified Teacher) brick pre-dates Career 203, and the certification itself has gone through some updates in the past few years. One of those changes is to shorten the duration of the certification from 10 years to 5 years. This proposal would realign the timeline for compensation with the new renewal period of the certification.
- The final proposed change would provide clarity to a brick approved by the Board last Spring. When the BCP (Board Certified in Pediatrics) brick was developed it contained ambiguous language about how points would be calculated. We had not foreseen that staff could be awarded a different number of points upon certification based on their chosen preparation method. This proposal would establish a standard point value for Occupational Therapists who earn their certification in 2022 or beyond. While there is no direct financial impact because this brick is compensated with points, there would be a corresponding increase in the cost of salary advancements. I am excited to report that 8 of our current Occupational Therapists are working toward this certification, and at the time the brick was established last year there were a total of 2 Occupational Therapists in the State of Illinois that held the certification.
- 2023 marks the 10th year of Career 203 in District 203. Within the District we see Career 203 as a success in refocusing professional growth around long-term career goals and demonstrating a relationship with student success. Outside of the District, Career 203 has a reputation for being innovative. In October, Mr. Bridges, Mr. Ross and I had the opportunity to introduce Career 203 to our colleagues at the annual LUDA conference which centered on the future of work. In our presentation we shared why we feel Career 203 is the future of teacher compensation. Strategic Focus 2, Commitment #5 of the new Focus203 Strategic Blueprint charges us with remaining innovative and evolving with the needs of our students.

Thank you for your consideration in adopting these collaborative modifications to the Career 203 Program Guide for the upcoming 2023-2024 school year. The updated program guide will be presented for your approval at the next Board meeting.

Board Questions/Comments:
Thank you for the presentation.

Commented [3]: 50% seems high but do I remember correctly that this hasn't changed since inception? And I like that you then say the total cost is only \$4,000.

Commented [4]: Correct. It's been the same for 10 years and we find that re-facilitating the course isn't the quick/easy turnaround we had thought it would be initially.

None.

Please send any questions to the Superintendent and we will get them answered and bring this back for action on March 20, 2023.

EC-12 Certified and District SPED Staffing

Superintendent Bridges introduced the staffing projections for 2023-2024 school year. Some of these are because of enrollment numbers and others are due to offering additional supports for students.

Board Questions/Comments:

Can you go over the changes year over year?

Superintendent Bridges asked that we go by level.

Mrs. Xagas noted that at the EC level, we are consistent with our staffing projections because our student enrollment remains consistent year to year. For Student Services District Level we are projecting a 6.3 FTE increase, part is at Connections due to an almost 20% increase in students. The most in over 10 years. The addition of Psychologists and Social Workers will be spread throughout the district. We are considering student mental health as well as workload of staff.

Mr. Freundt stated that the 3.5 FTE increase in elementary is due to enrollment changes.

Mrs. Boutet added the need to add core course staff due to enrollment numbers at the Junior High is the reason for the FTE increase. We are also looking at the staffing and class sizes in exploratory classes.

Mrs. Xagas added that additional Dual Language and Student Services staff are included in that Junior High number.

Dr. Holland noted that the 2.9 increase at the high schools includes 1.9 FTE for EL services and supports and adding .5 LBS at each high school.

No additional questions.

Thank you for the recommendations.

Send any additional questions to Superintendent. We will look for action on March 20.

Debt Service Levy

Superintendent Bridges stated that the Administration's recommendation is to abate the Debt Service Levy.

Mr. Frances noted that if abated, this will be the 7th year in a row that this has been abated saving taxpayers money.

Board Questions/Comments:

None.

Resolution: Transfer of Funds for Debt Abatement

Superintendent Bridges noted this is related to the Debt Service Levy. Will need to be approved if the Debt Service Levy is abated. Action on March 20,

Board Questions/Comments:

None.

Discussion with Action

Consideration of Board of Education Expenses

Superintendent Bridges noted the Policy that requires Board expenses be voted on in an Open meeting.

Board Questions/Comments:

None.

Amanda McMillen made a motion to approve the Board of Education expenses as presented, seconded by Donna Wandke. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, Wandke, McMillen, and Casey. No: None. The motion carried.

Old Business

None

New Business

None

Upcoming Events

Reminder that the next meeting will be on Monday, March 20.

NEF Building a Passion Breakfast on March 22.

Spring Vacation March 27-April 3

Return to closed session

Tony Casey made a motion seconded by Joe Kozminski to return to Closed Session at 7:40 p.m. for the purpose of:

- Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District 5 ILCS 120/2(c) (1).

A roll call vote was taken. Those voting yes: Cush, McMillen, Kozminski, Casey, Fitzgerald, Wandke, and Gericke. No: None. The motion carried.

Adjournment

Kristine Gericke moved seconded by Charles Cush to end the Closed Session at 9:01 pm. A voice vote was taken and the motion carried unanimously.

Kristine Gericke moved seconded by Joe Kozminski to adjourn the meeting at 9:01 pm. A voice vote was taken and the motion carried unanimously.

Approved: March 20, 2023

Kristin Fitzgerald, President, Board of Education

Susan Patton, Secretary, Board of Education