
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
October 2, 2023, AT 7:00 pm. Closed Session at 6:30 pm

Call to order

President Kristine Gericke called the meeting to order at 6:30p.m. Board members present: Kristine Gericke, Kristin Fitzgerald, Charles Cush, Amanda McMillen, Donna Wandke, Joe Kozminski, and Melissa Kelley Black.

Administrators present were:

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

Closed Session

Donna Wandke moved, seconded by Charles Cush to go into Closed Session at 6:01 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 or legal counsel, including hearing testimony on a complaint lodged against an employee or legal counsel to determine its validity.
2. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the school board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.

Vote: 6-0 (Cush; Fitzgerald; Gericke; Kozminski; Wandke; Kelley Black voted in favor of the motion; no one opposed)

The Board of Education entered closed session at 6:02 pm.

Meeting Opening

Charles Cush made a motion, seconded by Donna Wandke to return to Open Session at 7:05pm. A roll call vote was taken. Those voting yes: Cush, Kelley Black, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. Those voting no: None. The motion carried.

Welcome and Mission

Kristine Gericke welcomed all and read Naperville Community Unit School District 203's Mission Statement.

Roll Call

Board members present: Kristine Gericke, Kristin Fitzgerald, Charles Cush, Amanda McMillen, Joe Kozminski, Melissa Kelley Black, and Donna Wandke.

Student Ambassadors present: None.

Administrators present: Dan Bridges, Superintendent, Allison Boutet, 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, 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

Pledge of Allegiance

Led by the Board of Education

Good News:

Donna Wandke has been recognized by the Illinois Association of School Boards for her participation in a number of professional development and leadership activities during her service as a Board member. IASB recognizes school board members who show a dedication and desire to learn more about local school governance, adding to their leadership skills, knowledge of state and national educational issues, and commitment to serving in trust of their community and their students.

Congratulations, Donna.

Donna noted that she could not have done it without her teammates.

We are proud to announce that the U.S. Department of Education has selected Ellsworth Elementary School as a 2023 National Blue Ribbon School. Ellsworth receives the award in the category of Exemplary High-Performing Schools, which recognizes the state’s highest performing schools. This award affirms the hard work of students, educators, families, and communities in creating safe and welcoming schools where students master challenging and engaging content. Congratulations to the Ellsworth community.

Our Naperville 203 community came together on Friday night to enjoy the annual Wes Spencer Crosstown Classic football game between Naperville North and Naperville Central.

Naperville 203’s Project Lead the Way program has been selected as the Middle School Program of the Year by the Technology Education Association of Illinois. Additionally, technology teacher Jenn Krzak was selected as Teacher of the Year! Project Lead the Way is an innovative project-based learning program that incorporates science, technology, engineering, and math. Each year TEAI awards individuals and programs that are making significant contributions to the field of technology education. Congratulations to our Naperville 203 students and staff members.

Public Comment:

None.

Action by Consent:

1. Adoption of Personnel Report

	Effective Date	Location	Position
APPOINTMENT-CERTIFIED FULL-TIME			
Meherin Maredia	9/29/2023	Beebe	Art Teacher
RETIREMENT-CLASSIFIED			
Jill Johnson	10/4/2023	Ranch View	2nd Grade Instructional Assistant
RESIGNATION-CLASSIFIED			
Gina Riforgiate	9/29/2023	KJHS	Special Education Assistant
Colleen Morrell	10/5/2023	ARECC	Special Education Assistant
EMPLOYMENT-NON-UNION CLASSIFIED			

Lorena Rivas	10/16/2023	Ann Reid	Birth to 3 Parent Educator
EMPLOYMENT-CLASSIFIED FULL-TIME			
Michaela Kincaid	10/2/2023	LJHS	Special Education Assistant
Samantha Olenick	10/2/2023	Elmwood	Instructional Assistant
Ratula Bhaumick	10/2/2023	Steeple Run	Behavior Support Paraprofessional
Cheryl Sagen	10/2/2023	JJHS	Special Education Assistant
Lindsay Howard	10/2/2023	ARECC	Special Education Assistant
EMPLOYMENT-CLASSIFIED PART-TIME			
Trevor Pavelka	10/2/2023	Elmwood	Computer Support Associate
LEAVE OF ABSENCE-CLASSIFIED			
Anna Spencer	9/9/2023	Steeple Run	Special Education Assistant

Amanda McMillen made a motion to approve the Consent Agenda with exception of the Naperville Development Contribution, seconded by Joe Kozminski. Those voting yes: Fitzgerald, Kozminski, Gericke, Kelley Black, Cush, McMillen, and Wandke. No: None. The motion carried.

2. Naperville Development Contribution

Appreciates the partnership. Are there other organizations that contribute?

Superintendent Bridges noted that The City of Naperville, Naperville Park District, ISPD204, and the Library Board. Other private organizations, businesses contribute

Are the other partnerships that are similar?

Superintendent Bridges noted that LEND is somewhat like this. For the school districts, the Naperville Development Partnership has been an important partnership. Especially in 203 where there is still a lot of residential development. They advocate on limited tax incentives. They have been great partners with our Career Pathways work. They have been very hands on in the Architecture.

Is it a Board where you share the information or do they make decisions?

Superintendent Bridges stated they do not make final decisions. This is not a governmental board that makes decisions,

Amanda McMillen made a motion to approve the Consent Agenda with exception of the Naperville Development Contribution, seconded by Joe Kozminski. Those voting yes: Wandke, Gericke, Fitzgerald, McMillen, Cush, Kozminski, and Kelley Black. No: None. The motion carried.

Policy Consent Agenda:

PRESS Update 112

Superintendent Bridges noted there is no additional information. Discussed on two previous meetings.

Amanda McMillen made a motion to approve the Policy Consent Agenda as presented, seconded by Donna Wandke. Those voting yes: Wandke, McMillen, Fitzgerald, Kozminski, Gericke, Cush, and Kelley Black. No: None. The motion carried.

Superintendent/Staff/School Report

Class Size Report-Policy 6.32

Superintendent Bridges remarked this is the first report on this framework using the updated policy.

Board questions/comments:

Averages make it hard to get a good understanding as to where class sizes really are. It could be helpful to have a scatterplot of class sizes. Can we have a little better understanding of detail of the class sizes?

Superintendent Bridges stated that we are working to balance the governance and operations. At the HS and JH where students have options to self select it makes it harder to understand the sizes.

At the elementary level, we do not have a broad span in ranges.

Mr. Freundt added that an average would be almost exact at the elementary level. The exception would be if we had to open a new section and the space is smaller.

Would be helpful to have it by school as we make decisions for buildings.

Can you talk about how many classes at the elementary and JH levels fall out of the range?

Mr. Freundt noted that no classes fall outside the range on the top end requiring an enrollment assistant.

Mrs. Boutet added that at JH we have two classes, PI+ and Honors Math due to late testing in the summer.

The way we wrote the policy is what we are practicing. I like the idea of the aspirational aspect so that admin are not struggling to make necessary decisions.

I like the additional information of the range. If we go by school, there will be a tendency to make comparisons.

If the numbers by school would help me, it would be nice to have that information so that it works for the whole board.

We are in accordance with Board of Education Policy.

This is partly analysis and looking at trends. How does this impact decisions in the future?

Superintendent Bridges noted that at a future meeting, you would get an enrollment report that gives that information by school.

Talk about the anomalies and how they are being handled?

This report is once a year. Could we have a follow-up on some of the comments made tonight?

Is it smarter to do this and the enrollment report at the same time? Space concerns would be brought up in the Capital Projects report.

President's Report

IASB Resolutions Process Reminder:

Superintendent Bridges noted that all should have received information about the Resolution process. He reviewed that the Board will elect one delegate who will represent the whole board at the delegate assembly. Mrs. Patton will assist with registration. On October 31, there will be a webinar for the delegate. Tonight the packet has been received and is attached to Board Docs. On November 13, the board will vote on the resolutions. At the next meeting, Administration will make comments on any of the resolutions that will affect the school district.

Board of Education reports:

Vice President Fitzgerald reported on the COSSBA Advocacy Conference in DC. One of the top topics was fully funding of IDEA. COSSBA did a good job of setting the agenda. Good collaboration with the IL school board delegation. Would be nice if COSSBA gave a bit more guidance to the state delegations to encourage support for these federal programs.

Thank you for going to this for us. The community is very lucky to have Mrs. Fitzgerald and how well she does advocacy.

I am lucky to have the privilege to do this.

Have all of our representatives signed on?

Durbin, Casten and Foster now have. This is really an appropriations issue.

Do we need to advocate getting more cosponsors?

Yes.

We have not discussed how we will be moving forward with who attends these conferences.

We will bring it back at a future meeting.

Discussion without Action

Discussion with Action

School Improvement Plans:

Admin recommends approval as presented. We discussed these at the last meeting. Some principals did go back and add some additional benchmarks.

Board Questions/Comments:

Are the ones in BoardDocs the amended ones? Why do we not have common goals across the schools?

The plans vary a lot. Some are detailed and some are not. It is an equity level across schools if the schools have different goals.

Superintendent Bridges stated these plans are grounded in equity. Each school is different, students are in different places. Each principal and team look at his or her local data. Consistency is found in the same curriculum at each of the elementary schools.

Mrs. Willard added that all schools came up with common school targets. How each school reaches the targets will be different because the needs of each building are different. They are more aligned than in past years. They are equitable because they are accessing what they need to meet their plans.

I would expect that we would know that we want our kids to meet certain criteria. With each school being different, then we would look to see what each school needs. Would be nice to have all the data.

Mrs. Willard noted that you could find all the data on the school report card, which is listed by school. These are grounded in measuring these.

They all use different measurements.

Mrs. Willard responded we are using IAR and MAP. We use MAP as we get it much more readily. MAP helps like a progress monitoring as we get it three times a year.

All data should be listed.

The plans do include reflection on what did happen and what we learned and how we are working to improve. These plans are new this year and are more robust. This is the format that the board asked for.

ISBE has more detail. The improvement plan is not about scores but how are they utilized. A lot of these are generic goals. How about the achievement gaps noted?

The schools do collaborate about what works and what doesn't work.

Mrs. Willard stated that we would not want to make assumptions that buildings are not using data. We could not ask buildings to put every single thing they do on a document. This is the daily work of the schools.

Superintendent Bridges added that School Improvement is the ongoing daily work of our schools.

Appreciate the new format. We are getting a high level picture of benchmark plans of schools. The schools have way more detailed plans to operationalize. We are to be looking to be sure these are aligned to the strategic plan. As a board, we are to give the guidance, they are to implement.

These are living documents within schools. We are not to dictate what they are to be doing in schools.

My job is to make sure that the buildings are doing what they are to be doing. There needs to be accountability. Am I only getting this information once a year? I am basing it on other states, other school districts and what is in ISBE. I do not want only a high level view.

Want to respectfully disagree in what is being said. I see that there are SMART goals in every single plan. Our schools are working very hard and using data in their schools. This is a three year plan. These improvement plans get better every year. There are quantifiable and unquantifiable goals in these plans.

I had many questions last time. There have been some additions of the gap data. I appreciate that the first page has the goals from last year and where they were met and some reflections on how we move forward. I love that we have measurable goals and that we are always moving forward. They are moving in attainable increments. When we are looking at growth target instead of just the IAR data. The growth piece measures all students. You have heard the voice of the Board and I know you will continue to hear our voices.

Thank you for going back and adding the gap data. This is the best format we have had for SIPS. I appreciate the thought processes that have been gone through. We are lucky to have MAP three times a year. Many states and districts do not have MAP data and wish they did. Thank you to everyone who works on these. This is just a small representation of the day by day work.

Mrs. Willard responded that we are all invested in School Improvement but it is the work of the buildings to make these work. The changes have to be made at the building level. The collaboration among schools has been exciting to watch.

Superintendent Bridges stated we are extremely grateful for the work of the building teams to make these work.

These plans are meeting students where they are and moving forward.

Having watched the evolution of these, we are seeing the measurable goals and goals that are attainable. The work we do is hard. Behind each of these bullet points probably have 50 additional bullet points on how that is going to be met. Every staff member is working to meet these goals every day. The flexibility of the goals is important.

Mrs. Boutet added that there are many internal documents to support these goals. We are constantly checking in to see how we are moving forward with our goals. The principals are collaborating with each other to see what is working and what is not. There are built in accountability measures for each goal.

That accountability flows all the way down to the teachers.

I am not saying I do not trust the work of the building teams, I would like to see what we learned if we are not meeting a benchmark.

Good point and maybe we could include it in the future.

Kristin Fitzgerald made a motion to approve the School Improvement Plans, as presented, seconded by Donna Wandke. Those voting yes: Cush, McMillen, Kelley Black, Fitzgerald, Kozminski, Gericke, and Wandke. No: None. The motion carried.

Old Business

None

New Business

None

Upcoming Events

Next Board meeting is on October 16, then November 13, which will be the only meeting in November.

Charles Cush moved seconded by Joe Kozminski to adjourn the meeting at 8:19 pm. Those voting yes: Kozminski, Cush, Wandke, McMillen, Fitzgerald, Kelley Black, and Gericke. No: None. The motion carried.

The Board adjourned at 8:19pm.

Approved: October 16, 2023

Kristine Gericke, President, Board of
Education

Susan Patton, Secretary, Board of
Education