

MINUTES OF A BUSINESS 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 RD., NAPERVILLE, IL.
APRIL 17, 2017 AT 7:00 P.M. CLOSED SESSION 6:00 p.m.

- Call to Order President Terry Fielden called the meeting to order at 6:00 p.m. Board members present: Jackie Romberg, Mike Jaensch, Terry Fielden, Susan Crotty, Charles Cush and Donna Wandke. Kristin Fitzgerald 6:03 p.m.
- Administrators present were: Dan Bridges, Superintendent; Carol Hetman, Chief Human Resources Officer; Bob Ross, Chief Operating Officer, and Brad Cauffman, Chief Financial Officer.
- Closed Session Romberg moved, seconded by Crotty to go into Closed Session at 6:00 p.m. for consideration of:
1. Discussion of lawfully closed minutes whether for purposes of approval by the body of the minutes 5 ILCS 120/2(c)(21).3/20/17, 4/3/17
 2. 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).
 3. 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 5 ILCS 120/2(c)(11).
 4. Collective negotiating matters between the public body and its employees or their representatives 5 ILCS 120/2(c)(2).
 5. Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property 5 ILCS 120/2(c)(8).
- Meeting Opening Wandke moved seconded by Fitzgerald to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Cush, Jaensch, Romberg, Crotty, Fielden and Wandke. No: None. The motion carried.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Kristin Fitzgerald, Jackie Romberg, Donna Wandke, Charles Cush, Mike Jaensch, Susan Crotty and Terry Fielden.
- Administrators present: Dan Bridges, Superintendent; Jennifer Hester, Chief Academic Officer; Bob Ross, Chief Operating Officer; Chuck Freundt, Assistant Superintendent for Elementary Education; Nancy Voise, Assistant Superintendent for Secondary Education; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Tim Wierenga, Assistant Superintendent for Assessment; Carol Hetman, Chief Human Resources Officer. Michelle Fregoso, Director of Communications, Brad Cauffman, Chief Financial Officer.

Student Ambassadors present :

Thomas Zugay, NNHS

Anthony Molina, NCHS

Pledge of
Allegiance

Lisa Polomsky, Principal of Elmwood Elementary School introduced the following students who led the Pledge of Allegiance: Cub Scout Pack 105 - Will Callahan, Caleb Coleman, Christian Coleman, Patrick Clune, Cole Miller, Doran Sanford, Cody Ventsam, Luke Ventsam.

Recognition

Superintendent Bridges congratulated Board members Susan Crotty and Jackie Romberg for being named as recipients of an Award of Excellence in the 2017 Distinguished Service Awards Program sponsored by the Illinois Chapter of the National School Public Relations Association (INSPRA). The awards program honors individuals and groups who have consistently gone above and beyond on behalf of their school districts and whose efforts have enhanced education and conveyed its importance to the community at large. They will be recognized at a luncheon in May.

District 203 Mission Maker Award

The District 203 Mission Maker Award is a monthly award given to students who live the District Mission in exemplary ways.

Superintendent Bridges, Principal Megan Ptak, and staff members Kris Campbell and Jen Brandes congratulated JJHS 8th grade students in Kris Campbell's Strategic Reading class who are being recognized as District 203 Mission Makers. They were introduced to 20 Time (also known as Genius Hour) last September. They learned about the process and began exploring areas that they are passionate about. They have used these personal projects to improve their reading, writing, speaking, listening and research skills. They have analyzed data to draw conclusions about issues that impact their classmates and themselves. They have collected feedback from community leaders, district staff, and their peers to create solutions and high quality final products that impact the community. The students were nominated by Jen Brandes.

The students are: Angeles Agripino, Iyanna Ashley, Kharlynae Scott, Spensir Stec, Jordan Westerman, and Doug Williams.

Superintendent Bridges introduced Marcy Boyan who was appointed at the April 3 Board meeting as the new CFO/CSBO. Marcy will replace Brad Cauffman July 1. He welcomed her and indicated that the Administration is looking forward to working with her.

Public Comment
Monthly Reports

- Treasurer's Statement – The Board received the February Treasurer's Statement.
- Investments – The Board received the February Investment Report
- The Board received Budget Reports for February.
- The Board received the February Insurance Report.

Board questions:

- Does the State owe us money?

- Yes, we have not received \$8.5 million from the State.
- Can we sue the State?
 - We could; there some law suits against the State to try to push them to pay.

Action by
Consent

The following items were presented on the Consent Agenda:

1. Bills and Claims from Warrant #417304 through Warrant #417907 totaling \$18,425,665.62 for the Period of March 21 to April 17, 2017.

2. Adoption of the Personnel Report

Appointment – Administration

Christine Ernst, April 18, 2017, MJHS, Interim Assistant Principal

Reassignment – Administration

Kevin Wojtkiewicz, April 17, 2017, PSAC, Director of Summer Learning

Resignation – Certified

Meghan Suman, August 13, 2017, PSAC, Occupational Therapist

Appointment – Certified (Full Time)

Alisha Smith, August 14, 2017, Scott, Math Intervention Specialist

Re-Employment – Certified (Full Time)

Daniel Kischuk, August 14, 2017, NCHS, General Technical Arts

Jacquelyn Fabian, August 14, 2017, NNHS, Communication Arts

David Johnson, August 14, 2017, NCHS, Science

Yenny Munoz-Swaninger, August 14, 2017, River Woods, Dual Language Kindergarten

Thomas Parry, August 14, 2017, NNHS, Communication Arts

Michael Schultz, August 14, 2017, NCHS, Science

Re-Employment – Certified (Part-Time)

Lena Biedrzycki, August 14, 2017, MJHS/JJHS, Art

Heidi Sands, August 14, 2017, MJHS, FACS

Theresa Young, August 14, 2017, Maplebrook, School Psychologist

Leave Of Absence – Certified

Kayla Wagner, 8/29/17 to 12/21/17, Scott, PE Teacher

Termination –Classified

Ismael Gallego, April 17, 2017, NCHS, Custodian

Ajdar Gazafer, April 17, 2017, Buildings & Grounds, Custodian

Retirement – Classified

Deepa Chittal, May 25, 2017, ARECC, Special Education Assistant

RoVena Hungness, July 3, 2017, NCHS, Special Education Assistant

Mary Hennigan, June 15, 2017, Steeple Run, Special Education Assistant

Randy Bray, May 11, 2017, Transportation, Bus Driver

Employment – Classified

Daniel Albrecht, April 24, 2017, MJHS, Custodian

Leslie Mueller, April 7, 2017, River Woods, Special Education Assistant

George Smith, April 5, 2017, Transportation, Bus Driver

3. Admin Contract Renewals

4. Board Meeting Minutes 3/20/17, 4/3/17

5. Bid: Copy Paper

6. Bid: EdTech Contract

7. Bid: Ranch View Playground

8. LUDA Membership Dues

Cush made a motion to approve Warrant #417304 through Warrant #417907 totaling \$18,425,665.62 for the Period of March 21 to April 17, 2017 and all other items on the Consent Agenda numbers 1 through 8 as presented. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Wandke, Fitzgerald, Romberg, Cush, Fielden, and Jaensch. No: None. The motion carried.

Communications
Student
Ambassador
Reports

Student Ambassador Reports

Antony Molina, NCHS reported:

- Senior art show tomorrow.
- Tomorrow Intro to Business classes have Tom and Eddies Burger Challenge where they create their own business.
- 21- 23 annual spring musical - The Adams Family.
- 25th induction of National Spanish Honor Society.
- 28th Orcheses showcase.
- Distinguished Alumni Recognition Assembly coming up.
- 29th Prom at Embassy Suites – tickets on sale.
- Welcome to teaching students who are in the audience.

Thomas Zugay reported:

- Snowball weekend retreat was last weekend.
- Students leaving Friday for another Snowball retreat.
- Spring sports and clubs are all underway.
- Sophomore class counselor meetings starting this month.
- Music rehearsal going on and the show is next week.
- Senior celebration was last weekend.
- Hypnotist Assembly last week.
- Prom prep going on and tickets are on sale.
- Multicultural Show last week- students showcasing their cultures.
- Senior college map is up for seniors to post their college choices.
- Parade for WISE Team and Science Olympiad Team who are going to State.
- Many students passed the first round of a math test to compete at the National level for that test.

Written
Communications

Freedom of Information Requests:

- Weiss, Cohen & Associates LLC request for Board Policy information.

Superintendent
Staff/School
Reports

Superintendent Bridges made some comments and shared some reflections on the loss of life incidents that have recently affected our community. He urged anyone who needs help or is aware of someone who might be struggling to seek assistance. He indicated that the health and wellbeing of our students is the Districts’ number one priority. He reviewed several efforts the schools have integrated to address student issues and concerns. He encouraged anyone who would like more information on how the schools support social emotional learning to access the District website and refer to the December 5 and 19, 2016 Board meeting information and the Community Engagement sessions from March 2014 and January 2017 that dealt with social emotional learning.

He noted that we take our responsibility very seriously and the schools provide a number of ways to support students, but the District cannot do it alone. We need and depend on collaborating with our community partners. We are committed to growing and getting better.

Standards Based Reporting Update

Tim Wierenga and Jayne Willard gave a presentation that reviewed the purpose of Standards Based Reporting (SBR), gave an overview of progress, celebrations and next steps. The purpose of the report card is to communicate students' progress towards specific standards so that teachers, students and parents/guardians can work together to advance student learning.

A standards based reporting system provides detailed information of how well students are progressing toward the identified standards in a specific content area. Standards are statements of what students know and should be able to do. Students are continually assessed on their progress toward mastery of clearly defined standards. Progress is reported on two types of reporting standards; content standards which articulate what students should know and are able to do academically and process standards which report on how a student is learning. Student learning is evaluated in a variety of ways. The report card is only one way we communicate with parents. Classroom level communication occurs between teacher and parent through daily student work. Additionally, newsletters, phone calls and emails are also used as avenues of communication along with parent teacher conferences twice a year.

This year all elementary teachers successfully implemented standards based grading and reporting. Using feedback from the pilot schools, revisions were made to the standards and IT prepared the electronic gradebook. All teachers continue to have professional learning and a communication plan for parents was developed that explains the shifts in reporting practices. Planning was the key to ensuring a smooth transition for teachers, students and parents. This work represents significant shifts in instructional practice and has touched all facets of daily work. Celebrations were reviewed including full implementation at the elementary level with students taking ownership of their learning. Preparation for implementation at the junior high level is underway with professional learning taking place, academic standards being developed, and a 6th grade pilot at two junior highs taking place. Communication for parents was created and distributed to explain the pilot. Feedback was gathered after 1st trimester and it was determined that stakeholders preferred letter grades based on points and percentages rather than letter grades. Many found that the mixture of letter grades and standard based grading was confusing. Following feedback from 2nd trimester, the junior high gradebook was reorganized to use letter grades using points and percentages to report progress on the standards. We will again gather feedback after 3rd trimester and continue to improve on our practices and reporting. An example of a sixth grade parent portal was projected and reviewed. Parents are able to view progress in the course, progress on standards, and information on individual assessments. Formal and informal feedback has provided good information. It has caused us to pause and rethink our next steps. There are some celebrations and some things we need to further explore and understand. At the elementary level next steps include the continuation of PLCs to focus on meeting standards and utilizing the full capacity of Infinite Campus as the electronic

gradebook. Next year we will expand the pilot at Lincoln and Kennedy to include 7th grade. We will use feedback from this year to finalize the plan which will include professional learning on best practices for all teachers in the pilot schools as well as communication to parents. At this time we have no plans to move standards based reporting or grading to the high school level.

Board questions/comments:

- Do you see a difference between males and females on standards based grading?
 - Not yet, we have not looked that deep into the data.
 - It is in the data systems, we could break it down and schools could take a look at it.
- It is good that you have decided to pause and reflect based on feedback. Is it mostly based on parent feedback?
 - It is mostly parents, but teachers and students also gave feedback. 6th grade students did not give the message to pause.
- As we continue with 5th grade coming in to junior high they will have had a year of SBR; we did not get the same feedback from them, correct.
 - The practices are changing in the classrooms. Students are sharing a growth mindset and that will be explored at all the junior highs as well because the kids coming in will have had that experience.
- This has been a huge undertaking for the staff and a huge shift in their understanding of student growth – appreciate that we have taken it on.
- We went electronic and standards based at the same time.
- Do you feel/have you tracked that all our families were able to access the information online and get the same degree of understanding of the information?
 - We have asked the teachers at the school level to monitor this in their communications.
 - The feedback has been positive.
 - We have not had negative feedback about the electronic aspect.
- Can we check to see if all families are engaged?
- Will the elementary parent portal look similar to the detail of the junior high parent portal?
 - We are planning to grow into that within the next few years with professional learning for the teachers.
 - Staff members have reached out to parents who may not have access to electronic – they made hard copies and gave them to the families.
- Have we seen any differences in the portion of the parent population that was familiar with SBR from the pilot at elementary?
 - When we worked through the communication we found that parents seemed to understand without the letter grade. The confusion came in when the letter grade was introduced and the connection between how the letter grade was calculated. We had a system, but the communication was the problem.
- Can we monitor who actually opens information in Infinite Campus?
 - IC is not an email browser; the IC portal is not set up for those types of communications. We will follow –up and see if they will

be able to produce something like that. We can also reach out to other districts.

- Observation – it has been 3 years since we started Focus 203. Two major points arose – too much emphasis on grades and concentrate more on their social emotional development and we need to maintain that we are the top district in the State.
- We will be looking at the whole junior high structure. Have you considered that a 6th grade report card does not need to look exactly like an 8th graders report? SBR will be fine for 6th grade but they need to transition to grades in high school.
 - We have had lots of discussions about it. It is something we will be looking at as we change the blueprint of the junior highs.

President’s Report

President Fielden reported that it is time to submit Resolutions to IASB for consideration by the Resolutions Committee at the November Triple I Conference. They are due in early June.

Board of Education Reports

Kristin Fitzgerald attended “Picking Up STEAM Night” at Madison Junior High School. It was a well-attended open house with many activities focused on STEM and Art.

Discussion Without Action

Board Agreements

Board President Terry Fielden indicated that the Board has worked on these agreements for at least eight hours. It is a document that gives guidance to this and future Boards as a reminder of how things should go. The document will become a living document and will be approved by the Board and reviewed with the new Board members. Board members made some suggestions for minor changes to clean up verbiage and redundancy. There was discussion that most of what is in the agreements is in Board Policies, but this is a concise document and the Board collectively thinks these things are important. It was suggested that future Boards review the document on a regular basis. Changes will be made and the Board will be asked to take action May 1.

Discussion With Action

9 – 12 and District Special Education Staffing Projection

Superintendent Bridges indicated that at the April 3 Board meeting the Administration presented staffing projections to the Board. Additional information was provided that gave a more detailed explanation. Christine Igoe explained the new information.

There were no Board questions and comments.

Fitzgerald made a motion to approve the 9 – 12 and District Special Education Staffing Projection as presented. Cush seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Fielden, Romberg, Wandke, Jaensch, Fitzgerald, and Cush. No: None. The motion carried.

Establish Hourly Rates of Pay

At the last Board meeting, Board members requested additional information about the music teachers. Carol Hetman explained that the title would change to Private Music Instructor. The music structure is group oriented for most music classes and does not allow for pull out on individual instruments. The private lesson program is aligned with the curriculum and the students are

given individual instruction as needed for any instrument. This is a common practice in Illinois schools – music lessons provided during the school day are much less expensive than private lessons. This is another way to get individualized instruction to students.

There were no questions/comments from Board members.

Cush made a motion to approve the Hourly Rates of Pay as presented.

Romberg seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Cush, Fitzgerald, Romberg, Fielden, Wandke and Crotty. No: None. The motion carried.

Policy Review: Second Reading Policy 7.190, Student Discipline

Superintendent Bridges indicated that the recommendation from the April 3 Board meeting was that there are no recommended changes to the policy. That recommendation has not changed.

Crotty made a motion to approve Policy 7.190, Student Discipline as presented. Romberg seconded the motion. A roll call vote was taken. Those voting yes: Fitzgerald, Wandke, Fielden, Romberg, Jaensch, Crotty, and Cush. No: None. The motion carried.

Policy Review: Second Reading Policy 7.240, Co-Curricular Participation Code

Nancy Voise indicated that based on Board feedback the athletic directors and activities directors revised the 1st and 2nd offenses so the consequences are based on the maximum allowable contests for each sport as found in the IHSA by-laws.

Board questions/comments:

- When will these changes take effect?
 - Next school year.
- It was requested that the committee be informed that further changes have been made since the committee met.

Wandke made a motion to approve the proposed changes to Policy 7.240, Co-Curricular Participation Code. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Wandke, Jaensch, Crotty, Cush, Romberg, Fielden and Fitzgerald. No: None. The motion carried.

Policy Review: Second Reading Policies 7.80, Release Time for Religious Instruction/Observation

Superintendent Bridges indicated that at the April 3 Board meeting proposed changes were presented. Due to feedback from the Board, additional changes were made since then. There were no further questions or comments from Board members.

Crotty made a motion to approve the proposed changes to Policy 7.80, Release Time for Religious Instruction/Observation. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Fitzgerald, Wandke, Crotty, Jaensch, Romberg, Fielden and Cush. No: None. The motion carried.

7.250, Student Support Services

There were no changes made since the April 3 Board meeting. There were no questions/comments from Board members.

Wandke made a motion to approve the proposed changes to Policy 7.250, Student Support Services. Cush seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Cush, Fitzgerald, Wandke, Fielden, Romberg, and Crotty. No: None. The motion carried.

Amendment to Ombudsman

There were no changes made since the April 3 Board meeting and there were no additional questions from Board members.

Fitzgerald made a motion to approve the Amendment to Ombudsman as proposed. Cush seconded the motion. A roll call vote was taken. Those voting yes: Fitzgerald, Fielden, Crotty, Cush, Romberg, Jaensch, and Wandke. No: None. The motion carried.

Bid: NNHS Locker Rooms

Superintendent Bridges indicated that the NNHS locker room was identified as needing improvement in the Capital Improvement Plan. It will not only update the locker room, but will also create a classroom, a conference room and a training room.

Questions/Comments from Board members:

- Are you going to shut down the facility while the renovation is going on?
 - We have looked at the logistics of getting students safely in and out of the building and for summer school and feel that it is possible.
- What is the timing?
 - The renovations will start as soon as school ends and will be completed before school begins in the fall.
- If we are taking apart the entrance will we have a designated alternative Door No. 1 entrance?
 - Yes, we have figured that out.
- Is this the right year to have summer school at NNHS?
 - We have worked through the logistics for summer school. From and instructional standpoint the classrooms will not be affected.

Cush made a motion to approve the NNHS Locker Room bid as proposed.

Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Wandke, Romberg, Jaensch, Fitzgerald, Crotty, and Cush. No: None. Abstain: Fielden. The motion carried.

Bid: Elmwood Classroom Addition/Steeple Run LRC Renovation

Superintendent Bridges indicated that after considering demographic studies and enrolment projections at these two schools, the District administration determined that additional classroom space was needed at both Elmwood and Steeple Run Elementary Schools. The addition at Elmwood and the renovations at Steeple Run satisfy these needs.

Questions/Comments from Board members:

- When we did the entrance and gymnasium at Steeple Run a few years back there were also some break off rooms as well, can you explain what is being done so it confirms that this project is not the same.
 - The old office area and lobby area had minor changes made in the past but they are ineffective for the specialists that are currently

using that area.

- There are blueprints of Elmwood; one of them is a blow up of detail of the other one.
- Having more than one architect was requested; appreciate the Administration using the architect that serves the needs of the District best.

Fitzgerald made a motion to approve the bid for Elmwood Classroom addition and Steeple Run LRC Renovation. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Cush, Romberg, Fitzgerald, Crotty, Wandke, and Jaensch. No: None. Abstain: Fielden. The motion carried.

New Business
Old Business

Upcoming
Events

- April 18, 2017 District Awards Night
- April 21, 2017 High School Trade Show
- April 28, 2017 Mock Trial/Second Semester
- May 1, 2017 Board Reorganizational Meeting
- May 2, 2017 Excellence in Education Banquet
- May 17, 2017 High School Graduation Confirmed not Tentative

Adjournment

Cush moved seconded by Wandke to adjourn the meeting at 8:50 p.m. A voice vote was taken. Those voting yes: Romberg, Fitzgerald, Wandke, Jaensch, Crotty, Cush, and Fielden. No: None. The motion carried.

Approved

May 15, 2017

Terry Fielden, President
Board of Education

Ann N. Bell, Secretary
Board of Education