

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 23, 2018 AT 7:00 P.M. CLOSED SESSION 6:30 p.m.

- Call to Order Vice President Donna Wandke called the meeting to order at 6:30 p.m. Board members present: Kristine Gericke, Janet Yang Rohr, Paul Leong, Charles Cush, Terry Fielden, and Donna Wandke. Kristin Fitzgerald at 6:45.
- Administrator present at was: Dan Bridges, Superintendent.
- Closed Session Cush moved, seconded by Gericke to go into Closed Session at 6:30 p.m. for consideration of:
1. 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 as mandated by Section 2.06. 5 ILCS 120/2(c)(21). 3/19/18, 4/9/18.
  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).
- Meeting Opening Wandke moved seconded by Cush to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Wandke, Gericke, Leong, Cush, Yang Rohr, and Fielden. No: None. The motion carried.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Kristin Fitzgerald, Paul Leong, Janet Yang Rohr, Kristine Gericke, Terry Fielden, Charles Cush and Donna Wandke,
- Student Ambassadors Present:  
Preston Chao, NNHS  
Student Ambassador Absent:  
Vanessa Eklou, NCHS
- Administrators present: Dan Bridges, Superintendent; Jennifer Hester, Chief Academic Officer; Bob Ross, Chief Operating Officer; Carol Hetman, Chief Human Resources Officer; Chuck Freundt, Assistant Superintendent for Elementary Education; Nancy Voise, Assistant Superintendent for Secondary Education; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Patrick Nolten, Assistant Superintendent for Assessment; Michelle Fregoso, Director of Communications; Roger Brunelle, Chief Information Officer; Marcy Boyan, Chief Financial Officer.

Pledge of Allegiance	Gina Baumgartner, Principal of River Woods Elementary school, introduced the following students who led the Pledge of Allegiance: <a href="#">Annabel Stoor</a> , <a href="#">Annika Madrid</a> , <a href="#">Linnea Madrid</a> , <a href="#">Christian Poulouse</a> , <a href="#">Olivia Fernandez</a> , <a href="#">Owen Schade</a> , <a href="#">Michael Grey</a> , <a href="#">Holden Manning</a> , and <a href="#">Ryan Grey</a> .
Recognition	<p>Superintendent Bridges indicated that the 2<sup>nd</sup> Annual Dual Language Fair was held on Saturday, April 21 at Jefferson Junior High School. The fair featured booths representing a number of student groups. Families enjoyed snacks and dance performances as well as a book walk and a craft area. Approximately 350 people attended.</p> <p><b>Mission Maker Award</b>  Superintendent Dan Bridges invited nominator Kate Sweeney and Assistant Principal Suzanne Moores up to help recognize Mill Street 5<sup>th</sup> graders Jack Boudeman, Reese Gibson, Audrey Konstantelos, Sam Nolan and Cian O'Moore for being collaborative workers and community contributors. Throughout the school year they have mentored Structured Learners. Reese, Audrey and Samantha have helped several students in art class, mentoring and modeling lessons and helping them become more successful in class. Cian and Jack have worked with the run club running with students from the Structured Learning Class. They have been committed to helping the students grow under their leadership. Congratulations to the student Mission Makers.</p>
Public Comment	<p>Miranda Hilliard  A Junior at NCHS overheard a rumor that the Board might be moving Advanced Orchestra to a different time. She asked if it is a true rumor.</p> <p>Superintendent Bridges thanked her for coming to the Board meeting and suggested that she speak with the principal at NCHS because all scheduling decisions are made at the building level.</p>
Monthly Reports	<ul style="list-style-type: none"> <li>• Treasurer's Statement – The Board received the January Treasurer's Statement.</li> <li>• Investments – The Board received the January Investment Report.</li> <li>• The Board received Budget Reports for January.</li> <li>• The Board received the January Insurance Report.</li> </ul>
Action by Consent	<p>The following items were presented on the Consent Agenda:</p> <ol style="list-style-type: none"> <li><b>1. Bills and Claims</b> from Warrant #1005788 thru Warrant # 1006620 totaling \$28,137,383.79 for the period of March 20, 2018 to April 23, 2018.</li> <li><b>2. Adoption of the Personnel Report</b> <ul style="list-style-type: none"> <li><b>Resignation – Certified</b>  Julie Higgins, August 12, 2018, Mill Street/Naper, Music  Kayla Scott, April 9, 2018, NNHS, Art</li> <li><b>Appointment – Certified Full-time</b>  Stacie Popowski, August 13, 2018, Scott, Elementary Teacher</li> <li><b>Revised Contract – Certified Full-Time</b>  Amy Polete, August 13, 20-18, WJHS, Music</li> <li><b>Revised Contract – Certified Part-Time</b></li> </ul> </li> </ol>

Ann Cussick, August 13, 2018, WJHS, Art (62.17%)  
Erin Kelly-Owen, August 13, 2018, WJHS, FACS (54.17%)

**Re-Employment – Certified Full-Time**

Samantha Allen, August 13, 2018, NCHS, Social Science  
Gabrielle Budzon, August 13, 2018, NNHS, Science  
Bryant Cobo, August 13, 2018, WJHS/NCHS, Foreign Language-Spanish  
Miguel Silva, August 13, 2018, NCHS, Social Science

**Re-Employment – Certified Part-Time**

Caila Klimczak, August 13, 2018, WJHS, Physical Education (67%)

**Leave of Absence – Certified**

Rachel Alexander, 2018 – 2019 School Year, Prairie Elementary, 2<sup>nd</sup> grade  
Katherine Shaw, 2018 – 2019 School Year, Highlands, 4<sup>th</sup> Grade

**Retirement-Classified**

Doreen Bitautas, May 25, 2018, Ranch View, Special Ed Assistant  
Mefit Dauti, May 11, 2018, NNHS, Custodian  
Gloria Peters, May 25, 2018, Elmwood, Senior Secretary  
Lori Priddy, June 8, 2018, ARECC, Head Custodian  
Kathleen Renfro, June 30, 2018, Highlands, Computer Support Associate

**Resignation – Non-Union Classified**

Joseph Doninger, April 19, 2018, Transportation, Director of Transportation

**Resignation – Classified**

Elizabeth Collins, May 25, 2018, Mill Street, Special Ed Assistant  
Randall Cupp, April 20, 2018, Transportation, Bus Driver  
Julie Lafferty, April 16, 2018, Meadow Glens, 3-5 Instructional Assistant  
Jack Schafer, April 27, 2018, Transportation, Bus Driver

**Reassignment – Classified**

Linda Foertsch, April 10, 2018, Transportation, Senior Secretary

**Employment – Non-Union Classified**

Marcela Perez, April 24, 2018, ARECC, Parent Educator

**Employment – Classified**

Benjamin Daniel, April 23, 2018, NNHS, Custodian  
Kelsey Fischer, April 24, 2018, NCHS, Special Ed. Assistant  
Andrew Jensen, April 23, 2018, Beebe, Custodian

**Leave of Absence-Classified**

Stephanie Shallcross, 1<sup>st</sup> Semester 18 – 19, Meadow Glens, LRC Assistant

**Revised Leave of Absence - Classified**

Jennifer Chitnis-Alagaratnam, 2/26/18-4/25/18, Meadow Glens, Instructional Assistant

**3. Board meeting Minutes from 3/19/18 and 4/9/18**

**4. Bid: Annual Bus Fuel**

**5. Bid: Copy Paper**

**6. Bid: Bus Purchase**

**7. PE Fitness**

**8. Contract for Professional Services**

Fitzgerald made a motion to approve Warrant #1005788 thru Warrant # 1006620 totaling \$28,137,383.79 for the period of March 20, 2018 to April 23, 2018 and the remaining items on the Consent Agenda numbers 1 through 8 with the exception of the Minutes from 3/19/18 and 4/9/18 as presented. Cush

seconded the motion. A roll call vote was taken. Those voting yes: Leong, Fitzgerald, Cush, Gericke, Fielden, Wandke and Yang Rohr. No: None. The motion carried.

Fielden made a motion to approve the Minutes from March 19, 2018 as presented. Gericke seconded the motion. A roll call vote was taken. Those voting yes: Fitzgerald, Fielden, Gericke, Leong, Cush, Yang Rohr. No: None. Abstain: Wandke. The motion carried.

Wandke made a motion to approve the Minutes from April 9, 2018 as presented. Cush seconded the motion. A roll call vote was taken. Those voting yes: Fitzgerald, Wandke, Cush, Yang Rohr, Gericke, and Leong. No: None. Abstain: Fielden. The motion carried.

Communications  
Student  
Ambassador  
Reports

**Student Ambassador**

**Preston Chao, Naperville North High School reported:**

- Before Spring Break both band and orchestra had concerts.
- Spring sports are under way.
- Mike Smith talked to the whole school about his unique story.
- State testing took place last week.
- Seniors are starting to see the end.
- Senior week took place with a Senior Assembly and a hypnotist.
- Senior Celebration was last Friday with a party all night and things going on all over the school.
- Harlem Cohen came and talked about the process of college to students and parents.

Written  
Communications

**Freedom of Information Requests:**

- Bakala, Illinois Policy Institute request for Collective Bargaining dues information.
- Roy request for modular classroom information.
- Garth request for Legal invoices.
- Mbekeani-Wiley, Shriver Center request for School Resource Officer information.
- Medina request for planned construction/maintenance work information.

Superintendent  
Staff/School  
Reports

Superintendent Bridges reviewed a few upcoming events.

- Tomorrow evening Assistant Superintendent for Elementary Education, Chuck Freundt and he are reading the final questions at the Battle of the Books. He wished the students good luck.
- Over the past few years D203 partnered with the Naperville Development Partnership and the City of Naperville on architecture projects. This year the students worked on a Welcome Center for Naper Settlement. Wednesday of this week they will have the Architecture Gallery walk and give presentations to a panel showing their ideas for Naper Settlement.
- On Thursday he will be attending an advisory council meeting for D203 Partner 360 Youth Services. This will be the first advisory committee meeting with the new director Harvey Jones.

President's  
Report

Board President Fitzgerald noted that Kristine Gericke and she went to Springfield and testified on House Bill 4958. The testimony was positively received however there were some concerns around a budget variance. Mainly the concern was about boards flat levying for three consecutive years and then having a property tax spike. Some possible solutions could be to shorten the time frame or potentially limit the amount of the levy that can be recovered. We did not get a timeframe for action yet. It was mentioned that this might be included in a larger bill. We will keep on tracking it to possibly resolve some of the issues to get it passed.

Mrs. Gericke indicated that it was an interesting experience to see a piece of the process that she would not have been able to see as just a citizen. We will wait and see, answer questions and keep advocating for a resolution.

Board of  
Education  
Reports

Terry Fielden indicated that he has been asked by the IASB to attend a discussion on teacher shortages in the State of Illinois via the internet. Mr. Fielden along with probably several representatives from each division will be involved in the conversations. If there are any comments or questions he would appreciate them so he can provide some feedback.

Discussion  
Without Action

Discussion With  
Action

**9 – 12 Certified & District Special Education Staffing Projection**

Superintendent Bridges indicated that annually the Administration comes to the Board with a recommendation for projected staffing based on student attendance and student needs. He reviewed the projections that were discussed at the April 9 Board meeting.

Board Questions/Comments:

- A request was made to alter the typical process and for the Administration to provide more information about what the teachers will be teaching and where. It has always been just a projected number, and it would be a good reference for future years.
  - The Administrator's memo will be put in BoardDocs in the future.

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

**Establish Hourly Rates of Pay**

Superintendent Bridges indicated that the only recommended change is to increase the classroom nurse (registered nurse) hourly rate by \$1.00.

Board Questions/Comments:

- Are the rates high enough to attract the right people and maintain the positions?
  - We believe we are in-line with our benchmark Districts.
  - Changes in licensure will help make it easier to attract teachers.

- Salary or hourly pay is just one dimension of the compensation.
  - Compensation is looked at as a whole with benefits and salary.

Cush made a motion to approve the Hourly Rates of Pay as presented. Gericke seconded the motion. A roll call vote was taken. Those voting yes: Gericke, Fitzgerald, Fielden, Cush, Yang Rohr, Wandke and Leong. No: None. The motion carried.

### **6 – 12 Counseling Curriculum**

Superintendent Bridges indicated that the Strategic Blueprint commitment calls for a review of the College and Career Counseling process to design and recommend a system that will best support all students' postsecondary success. This was discussed at the last meeting. There were no questions or comments from the Board.

Wandke made a motion to approve the 6 – 12 Counseling Curriculum as presented. Gericke seconded the motion. A roll call vote was taken. Those voting yes: Cush, Leong, Yang Rohr, Fielden, Fitzgerald, Wandke, and Gericke. No: None. The motion carried.

### **Policy Review: Second Reading, Policy 7.190, Student Behavior**

Superintendent Bridges indicated that the Illinois School Code requires that districts conduct an annual review of the Student Discipline policy. Nancy Voise conducted the meeting and the proposed changes were presented on April 9. There were no questions or comments from Board members.

Gericke made a motion to approve Policy 7.190, Student Behavior, as presented. Leong seconded the motion. A roll call vote was taken. Those voting yes: Leong, Yang Rohr, Fitzgerald, Gericke, Wandke, Cush, and Fielden. No: None. The motion carried.

### **Policy Review: Second Reading, Policy 7.240, Curricular Code Participation**

Superintendent Bridges indicated that annually, by best practice not Illinois School Code, the administration convenes a committee to conduct a review of this policy. The proposed changes were reported by Nancy Voise at the last meeting. There were no questions or comments from Board members.

Cush made a motion to approve Policy 7.240, Curricular Code Participation. Gericke seconded the motion. A roll call vote was taken. Those voting yes: Cush, Leong, Yang Rohr, Fitzgerald, Wandke, Fielden, and Gericke. No: None. The motion carried.

### **Fixed Asset Inventory**

Superintendent Bridges indicated that at the April 9 Board meeting Marcy Boyan presented a recommendation for a fixed asset inventory. There were no questions or comments from Board members.

Yang Rohr made a motion to approve the Fixed Asset Inventory recommendation as presented. Gericke seconded the motion. A roll call vote

was taken. Those voting yes: Leong, Fielden, Wandke, Cush, Gericke, Yang Rohr and Fitzgerald. No: None. The motion carried.

### **2018 – 2019 Board Meeting Calendar**

Superintendent Bridges indicated that annually the Board must identify and post its meeting schedule for the next year. A schedule was proposed April 9. There were no questions or comments from Board members.

Yang Rohr made a motion to approve the 2018 – 2019 Board Meeting Calendar as presented. Cush seconded the motion. A roll call vote was taken. Those voting yes: Leong, Fitzgerald, Wandke, Yang Rohr, Gericke, Cush and Fielden. No: None. The motion carried.

### **Consideration of Board of Education Expenses**

Superintendent Bridges indicated that Board policy 2.125 requires that all Board member expenses for travel, meals, and/or lodging be approved by roll call vote at an open meeting of the Board. Board member Fielden indicated that one of the expenses was for a conference he attended and that he will have information to share with fellow Board members.

Cush made a motion to approve the Board of Education Expenses as presented. Gericke seconded the motion. A roll call vote was taken. Those voting yes: Gericke, Fielden, Leong, Wandke, Yang Rohr, Fitzgerald, and Cush. No: None. The motion carried.

Old Business

New Business

### **IASB 2019 Spring Dinner**

Terry Fielden indicated that he is on the Board of IASB and they get together to plan where to host different events for the upcoming year. He suggested that D203 could possibly host the DuPage Division Spring Dinner on March 6, 2019 at Naperville North High School. There might be a school tour prior to the meeting and dinner. Additionally, it is an election year so there will be a candidate briefing prior to the dinner. There will probably be around 200 people. Superintendent Bridges indicated that he will check with NNHS for availability and to see if the space is large enough to accommodate that many people. He will advise the Board at the next meeting on May 7.

Upcoming  
Events

- Friday, April 27, Mock Trial
- Monday, April 30, Excellence in Education Banquet
- Wednesday, May 2, H & S Appreciation Luncheon
- Monday, May 7, Board of Education Meeting
- Thursday, May 10, INCubator Pitch Night
- Friday, May 11, 2018 Retirement and Recognition Luncheon
- Monday May 21, High School Graduation
- Tuesday, May 22, Board of Education

Return to Closed  
Session

Cush made a motion seconded by Fielden 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: Yang Rohr, Cush, Fitzgerald, Leong, Fielden, Wandke, and Gericke. No: None. The motion carried.

#### Adjournment

Cush moved seconded by Gericke to end the Closed Session at 9:09 p.m. A voice vote was taken and the motion carried unanimously.

Wandke moved seconded by Cush to adjourn the meeting at 9:09 p.m. A voice vote was taken and the motion carried unanimously.

#### Approved

May 22, 2018

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Kristin Fitzgerald, President  
Board of Education

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Ann Bell, Secretary  
Board of Education