

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.
APRIL 3, 2017 AT 6:00 P.M., CLOSED SESSION 5:00 p.m. & After Open
Session

Call to Order President Terry Fielden called the meeting to order at 5:00 p.m. Board members present: Jackie Romberg, Mike Jaensch, Terry Fielden, Kristin Fitzgerald, and Charles Cush. Donna Wandke at 5:03 p.m., Susan Crotty at 5:10 p.m.

Administrators present were: Dan Bridges, Superintendent; Carol Hetman, Chief Human Resources Officer; Bob Ross, Chief Operating Officer; Brad Cauffman, Chief Financial Officer

Cush moved, seconded by Romberg to go into Closed Session at 5:00 p.m. for consideration of:

1. 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).
2. Collective negotiating matters between the public body and its employees or their representatives 5 ILCS 120/2(c)(2).
3. Self-evaluation, practices and procedures, or professional ethics, when meeting with a representative of a statewide association of which the public body is a member. 5 ILCS 120/2(c)(16).

Meeting Opening Romberg made a motion, seconded by Crotty to return to Open Session at 6:00 p.m. A roll vote was taken. Those voting Yes: Fitzgerald, Fielden, Crotty, Cush, Jaensch, Romberg, and Wandke. No: None. The motion carried.

Meeting Opening Welcome and Mission

Roll Call Board Members present were: Kristin Fitzgerald, Donna Wandke, Mike Jaensch, Jackie Romberg, Terry Fielden, Charles Cush and Susan Crotty.

Student Ambassadors Absent:
Thomas Zugay, NNHS
Anthony Molina, NCHS

Administrators present: Dan Bridges, Superintendent; Bob Ross, Chief Operating Officer; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Chuck Freundt, Assistant Superintendent for Elementary Education; Nancy Voise, Assistant Superintendent for Secondary Education; Jen Hester, Chief Academic Officer; Christine Igoe, Assistant Superintendent for Student Services; Carol Hetman, Chief Human Resources Officer; Tim Wierenga, Assistant Superintendent for Assessment and Analytics; Brad Cauffman, Chief Financial Officer; Roger Brunelle, Chief Information Officer.

Pledge of Allegiance Board members led the Pledge of Allegiance.

Good News

Superintendent Bridges welcomed all the staff and students back from Spring Break. PARCC testing begins this week.

Public

Comment

Action by

Consent

The following items were presented on the Consent Agenda:

Adoption of the Personnel Report

Resignation – Certified

Lisa Tyler, end of 16-17 school year, KJHS, School Psychologist

Retirement – Non-Union Classified

Elizabeth Myers, August 3, 2018, Transportation, Director of Transportation

Retirement – Classified

Deepika Barua, April 29, 2017, NCHS, Literacy Center Assistant

Deborah Cramer, May 25, 2017, NCHS, Special Education Assistant

Heidi Sieben, June 2, 2017, NCHS, Department Secretary

William Citek, April 4, 2017, Transportation, Bus Driver

Resignation – Classified

Laraine Tong, March 21, 2017, ARECC, Special Education Assistant

Janine Dale, January 20, 2017, Transportation, Bus Driver

Jasmine June, March 21, 2017, Transportation, Bus Driver

John Quene, April 7, 2017, Transportation, Bus Driver

Employment – Classified

Donald Crosse, April 10, 2017, NNHS, Campus Supervisor

Monica Leonaitis, April 17, 2017, NNHS, Main Office Receptionist

Addendum

Appointment – Administration

Marcia Boyan, July 1, 2017, PSAC, CFO/CSBO

Ashley Dougherty, August 7, 2017, River Woods, Assistant Principal

Zachary Ernst, August 7, 2017, Scott, Assistant Principal

Reassignment – Administration

Elizabeth Kanne, July 1, 2017, PSAC, Director of Student Services

Suzanne Moores, August 7, 2017, Mill Street, Assistant Principal

Resignation – Certified

Marion Nora, August 13, 2017, ARECC, Early Childhood

Reassignment – Certified

Amanda Amburn, August 14, 2017, NNHS, Learning Behavior Specialist

Marta Swanson-Maschman, August 14, 2017, NCHS, School Psychologist

Appointment – Certified (Full Time)

Jeanette Briseno, August 14, 2017, JJHS, Dual Language LA/SS

Bryan Peckhart, August 14, 2017, NNHS, IC-Career & Technology Education

Revised Contract Pt

Douglas Drmolka, August 14, 2017, MJHS/WJHS, General Technical Arts (PLTW)

Erin Kelly-Owen, August 14, 2017, WJHS, FACS

Revised Contract Ft

Kathleen Mullin, August 14, 2017, WJHS, Learning Behavior Specialist

Re-Employment – Certified (Full Time)

Stephanie Budrow, August 14, 2017, ARECC, School Social Worker

Tamara Gasior, August 14, 2017, Naper, School Social Worker

Michelle Meneses, August 14, 2017, Steeple Run, 5th Grade Dual Language

Re-Employment – Certified (Part-Time)

Matthew Colbert, August 14, 2017, JJHS, Vocal Music

Resignation Of Non-Union Classified

Debbie Halweg, April 14, 2017, PSAC, Network Engineer

Retirement – Non-Union Classified

Jeri Stodola, June 30, 2017, PSAC, Network Engineer

Retirement – Classified

Don Massingill, May 25, 2017, Meadow Glens, Custodian

Carol Krashen, May 26, 2017, NCHS, College & Career Coordinator

Resignation – Classified

Matthew Maloney, April 4, 2017, Naper, Computer Support Associate

Employment – Classified

Karen Stacho, April 14, 2017, NCHS, Computer Support Associate

Employment – Non-Union-Classified

Matthew Maloney, April 5, 2017, PSAC, Senior Support Analyst

Kristin Donn

Fitzgerald made a motion to approve the Consent Agenda as presented.

Wandke seconded the motion. A roll call vote was taken. Those voting yes:

Romberg, Crotty, Fitzgerald, Fielden, Cush, Wandke, and Jaensch. No: None

The motion carried.

Dan indicated that Marcia Boyan was just appointed as the new CFO. She was unable to attend tonight but we are pleased to welcome her and looking forward to working with her.

Student
Ambassador
Report

Thomas Zugay, NNHS - Absent
Anthony Molina, NCHS - Absent

Superintendent
Staff/School
Report

Highlands Elementary SIP

Laura Noon principal of Highlands Elementary presented an overview of the Rising Star Plan. She began by noting the physical transformation of the entrance to the school as well as the addition of a conference room. Additionally, there are new staff members this year; lots of changes, but still making progress. She reviewed the demographics indicating that they are a high achieving, proud school. To ensure a smooth transition of the new building leadership, most of the Highlands SIP team members have been on the team for several years and they are from all areas of the school to ensure that all voices are heard and represented. Students are at the center of all their discussions. The leadership team decided to focus the school improvement efforts in the areas of social emotional learning and professional learning communities. She reviewed work that has been and continues to be done on each of the initiatives; continuing to maintain the integrity of the commitments. Efforts continue with PLCs to build a strong foundation for this years' commitments of differentiation and standards based grading. Teams collaborated and spent time developing a shared understanding and purpose of standards based grading and opportunities to move students forward to understand the standards. This led to conversations about differentiation and how to meet the individual needs of students. One of the Professional learning opportunities that was provided to

staff was a book study that focused on growth mindset in the classroom and co-teaching opportunities. Additionally staff were provided an opportunity to meet and reflect with an outside consultant who helped with next steps to move forward. Additionally data analysis was provided which helped teachers better understand the data and how to work as a team to increase student growth and achievement. Data celebrations were shared including the high percentage of students meeting or exceeding on the PARCC Assessment. She discussed sub groups and the gender gap that was discovered. The leadership team did research to ensure that they are providing a broad range of interests to meet the different learning styles. The celebration of student growth was also discussed noting the increase in students who are on track to meet their annual projected growth targets. Discussions were held that focused on providing differentiated learning experiences to move students forward. A video of the work going on at Highlands was shared.

Board questions/comments:

- How did losing the PI+ program affect the school and its culture?
 - Mrs. Noon was not there at the time when the program was moved, but she indicated that from what she has been told, there was definitely a shift in the culture of the building.
 - Staff members realize that we are all in this together and that programs are going to move from building to building.
- How are you going to understand or look at how CL7 (environment safe, welcoming and conducive to learning) is working?
 - We are looking at student's behaviors and expectations and are we seeing an increase or decrease in unwanted behaviors. We are tracking the data to be sure we are instilling core values in the students not just for behavior but their work ethic in the classroom.
 - Discussed in the key leader meetings monthly.
 - Students remind them of their core values every day during announcements - hearing from their peers helps them make good choices.
- Research was interesting about the growth of students in the average range and how it was comparatively lower. What kinds of things have you done that have been more impactful in your action steps?
 - Leadership team looked at data and tried to understand how to make the students stronger.
 - Giving students in the average band a double dose of reading where needed.
 - Moved the assistants schedules around to find time to work with the middle cohort of students, based on teacher discussion.
 - Move around to where the need is.
Staff members realize that all of us are in this together - Assistants are helping at all levels.
 - Tried to get some standing desks and furniture and seating in the rooms to meet the needs of all the learners.
 - Flexible grouping working as teams to fill the gaps.
 - We are seeing some success that we are on the right track.
- How is standards based grading going for all stakeholders?

- Began the process in October with a parent evening to listen and understand standards based reporting.
- Students really have an understanding of standards and where they are at with the standards.
- Goal setting with students has challenged them to keep moving forward.
- Teachers have a great understanding of the standards that they are teaching and working hard to delve deeper to challenge students.
- How does the community like the new exterior?
 - They have really embraced it. It is beautiful and safer too.
- Achievement gap at Highlands has a different metric than some of the other schools, gives something else to focus on.

President's
Report
Board of
Education
Reports
Discussion
Without Action

9 – 12 and District Special Education Certified Staffing

Superintendent Bridges indicated that annually the Administration provides a projection to the Board on staffing for high school and District special education.

Nancy Voise noted that she and Christine Igoe provided information in BoardDocs that details high school and special education staffing for 2017 – 2018. There is a significant increase in FTE in special education due to a higher than normal influx of IEPs and to ensure compliance with statutes.

Additionally, more students and services are being brought back into the District rather than being outplaced. Some of the additional FTE are due to restructuring and gap closing measures. She indicated that an additional chart was provided to the Board that included staffing projections at all levels. The Board will be asked to take action April 17.

Board questions, comments:

- Confusion about the figures on the chart not matching the narrative.
 - The figures include projected evaluations and projected IEP students. 90 to 95 % of the evaluations will be eligible for services. The narrative will be adjusted to reflect the chart figures.
- Is this staffing information in the 5 Year Forecast yet?
 - No, not yet, we are in the process of pulling together the detailed budget and we can roll it into the 5 Year Projections.
 - We will provide a more detailed breakdown of the positions as well as include the FTE in the 5 Year Forecast.
- Can we get the data on students who have been brought back in house?

Establish Hourly Rates of Pay

Superintendent Bridges noted that annually the Administration reviews the hourly rates of pay and brings recommendations to the Board for approval. Carol Hetman indicated that there are two recommended increases.

- Change the name of the Music Assistant to Private Music Instructor to better reflect the work that is done. Change the hourly rate from \$20.00

/hour to \$25.00/hour. The District has been losing instructors because the rate of pay is no longer competitive.

- Increase the hourly rate for Seasonal Custodians by \$.25. The Naperville Park District is our benchmark for this rate of pay and this increase aligns us with their pay scale.
- The other recommendation is to formally add the position of crossing guard. We took over the responsibility for the crossing guards. We are paying them at the same rate as the Police Department was paying.

The Board will be asked to take action April 17.

Board questions/comments:

- Why does the music tutor pay look different than any of the other subject areas?
 - Families engage tutors for various reasons.
 - There are not as many music tutors available especially for multiple instruments.
- We assumed responsibility for the Crossing Guards. The payment is a wash because we paid the Police Department the same amount for the Crossing Guards.

Policy Review: First Reading Policy 7.190, Student Discipline

Superintendent Bridges indicated that in accordance with Illinois School Code, District 203 is required annually to establish a parent-teacher advisory committee on student discipline. We look at practices and procedures on an ongoing basis.

Nancy Voise indicated that this year's meeting was held on March 9, 2017 at PSAC. Students, staff, parents and administrators, as well as Board of Education representatives Mrs. Fitzgerald and Mr. Fielden, participated. NCHS Dean Mike Stock and NNHS Dean Jim Konrad served as co-chairs of this committee. There are no proposed changes at this time as the policy underwent significant changes last year to comply with the new law concerning student discipline. The committee felt that the policy as it stands meets the District's needs. The Board will be asked to take action April 17.

Board questions/comments:

- How many parents and students sit on the committee?
 - Two parents and two students from each high school.
- We used to have some students who lived outside the rules and had to actually live with the consequences. Do we still?
 - We will share that information with the deans for the future.
- Some of the best feedback has come from students who have actually had to live the consequences.

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

Mrs. Voise indicated that the High School Co-Curricular Participation Code Review Committee is comprised of students, parents, coaches/sponsors and administration from both high schools. This year's meeting was held on March 9, 2017 at PSAC. The Board of Education was represented by Mrs. Fitzgerald

and Mr. Fielden. NCHS Athletic Director Andy Lutzenkirchen and NNHS Athletic Director Bob Quinn served as co-chairs. We received great feedback about how it has helped students and even with peer pressure. The Board will be asked to take action April 17.

Board Comments/questions:

- The broader the discussion the better.
- There was robust discussion from the students – students are relying on the code when they need backup and it functions as a motivator for them.
- Students commented that they want to hear about the code throughout the season of a sport; they want to hear it more often.
- Is there a standard formula for calculating the offenses and their consequences?
 - Yes, we will have that for the next meeting.
- The discussion actually did change some of the language in the code which highlights the importance of the feedback from the committee.
- The code helps athletes who are going on to college validate their integrity as they move on.
- It would be worthwhile to look at the mix of students on the committee going forward. The discussions are richer when students who have actually had to deal with the consequences are in the group. This should go for the Student Discipline Committee also.

Policy Review: First Reading Policies 7.80, 7.250

Policy 7.80, Release Time for Religious Instruction/Observance

Mr. Ross indicated that proposed changes are minor to improve the wording and align to the statute. The change is dropping the requirement for 5 day notification for student absence due to religious reasons. The Board will be asked to take action April 17.

Board Questions/Comments:

- In the past, only a phone call was necessary, never a written notice. This does not reflect current practice.
 - We retain the right to require a written notice, our intent is to accommodate parents.
 - We will go back, review cross references and check for consistency.

Policy 7.250, Student Support Services

Mr. Ross indicated that the changes add language concerning students in the custody of the Illinois Department of Children and Family Services. We have added the appointment of a liaison.

There were no Board questions or comments.

Amendment to Ombudsman Contract

Christine Igoe indicated that the contract with Ombudsman that was renewed last April provided services for 75 high school students. 20 of the seats were located on-site at NNHS and 55 seats were located across 3 off-sites. The proposed recommendation would amend the current contract to reallocate 22 seats to NCHS so Ombudsman services can be provided on site at both high

schools. We would retain 31 off site seats. Review of our current needs indicates that students accessing Ombudsman services also need social-emotional supports available within the high school. We would no longer have an off-site location which exclusively serves our students. In lieu of expulsion students would still be serviced at the off-site locations. The cost per seat and the transportation costs would go down. The Board will be asked to take action April 17.

Questions/Comments from Board members:

- Clarification about the allocation number requested.
 - We will double check to be sure the numbers add up to what is in the contract.
- Before there were 3 sites; one of which was dedicated for only 203 students. We are giving up that location and now we will be with other districts.
- Have we seen any differences?
 - No, we have not seen differences. Staff will be reallocated and there will not be a change in service level by giving up the D203 exclusive location.
 - We average between 65 to 70 students in the program and they are almost always voluntary. We will still have seats available for students who need to be off-site.
- The onsite program would work around the student's schedules. Possibly with Ombudsman in the morning or afternoon and then in their regular classes the rest of the day.

Discussion With
Action
New Business
Old Business
Upcoming
Events

- April 17, 2017 Board of Education Meeting
 - April 18, 2017 District Awards Night
 - April 21, 2017 High School Trade Show
 - May 2, 2017 Excellence in Education
- The Election is tomorrow, April 4, 2017 and Election information is in BoardDocs along with Candidate Forum information.

Adjournment

Cush made a motion seconded by Crotty to return to Closed Session at 7:05 p.m. for the purpose of:
Self-evaluation, practices and procedures, or professional ethics, when meeting with a representative of a statewide association of which the public body is a member. 5 ILCS 120/2(c)(16).
A roll call vote was taken. Those voting yes: Cush, Romberg, Jaensch, Fitzgerald, Wandke, Fielden, and Crotty. No: None. The motion carried.

Approved

April 17, 2017

Terry Fielden, President
Board of Education

Ann N. Bell, Secretary
Board of Education