

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 4, 2016 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: Kristin Fitzgerald, Terry Fielden, Mike Jaensch, Donna Wandke, and Jackie Romberg. 6:05 p.m. - Suzyn Price. Absent: Susan Crotty.

Administrators present were: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Brad Cauffman, Chief Financial Officer; Carol Hetman, Chief Human Resources Officer.

Wandke moved, seconded by Fitzgerald to go into Closed Session at 6:00 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. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
3. Collective Negotiating matters between the District and its employees or their representatives. 5 ILCS 120/2(c)(2).

Meeting Opening Wandke made a motion, seconded by Romberg to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Fielden, Price, Jaensch, Romberg and Wandke. No: None. The motion carried.

Meeting Opening Welcome and Mission

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

Student Ambassadors  
Present: Kevin Angell, NCHS,  
Absent: Abby Rader, NNHS.

Administrators present: Dan Bridges, Superintendent; Bob Ross, Assistant Superintendent for Secondary Education; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Kitty Ryan, Assistant Superintendent for Elementary Education; Jen Hester, Chief Academic Officer; Christine Igoe, Assistant Superintendent for Student Services; Tim Wierenga, Assistant Superintendent for Assessment; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer; Roger Brunelle, Chief Information Officer; Michelle Fregoso, Director of Communication.

Pledge of Allegiance Board members led the Pledge of Allegiance.

Recognition Superintendent Bridges noted that this morning he had the pleasure of witnessing at two schools as teachers and staff were surprised with Naperville

Education Foundation WOW Grants. More WOW Grants will be awarded tomorrow. These Grants recognize the applicants that stood out the most in the NEF Annual Grant Program. All Grant recipients will be recognized at the District Awards Night later this month.

Public  
Comment  
Action by  
Consent

The following items were presented on the Consent Agenda:

**1. Adoption of the Personnel Agenda**

**Reassignment – Administration**

Bob Ross, July 1, 2016, PSAC, Chief Operating Officer

**Retirement – Certified**

Simone Gaiownik, 5/17/2016, Scott, Art

Susan Nelson, end of 15-16 school year, Mill St., 4<sup>th</sup> Grade

**Resignation – Certified**

Luanne Olson, end of 15-16 school year, KJHS, Learning Behavior Specialist

Carrie Rardin, 3/21/2016, MJHS, Occupational Therapist

**Leave Of Absence – Certified**

Nicole Figi, 40% 2016/17, NCHS, Communication Arts

**Reassignment – Non-Union Classified**

Robert Jones, March 30, 2016, Transportation, Transportation Coordinator

**Reassignment – Classified Part-Time To Full-Time**

Jennifer Minter, March 23, 2016, Meadow Glens, Computer Support Associate

Nandini Asar, April 4, 2016, NNHS, H.S. Financial Secretary

**Employment – Classified**

Lindsay Casten, March 22, 2016, ARECC, Special Education Assistant

Heather Bezanis, April 6, 2016, Ranch View, Special Education Assistant

Gonxhe Dervishi, April 18, 2016, NCHS, Custodian

Rosanne Ucci-Monte, April 4, 2016, WJHS, Special Education Assistant

Fitzgerald made a motion to approve the items on the Consent Agenda as presented. Romberg seconded the motion. A roll call vote was taken. Those voting yes, Fitzgerald, Wandke, Fielden, Romberg, Jaensch, Price. No: None. The motion carried.

Superintendent Bridges noted that the Board just approved the reassignment of Bob Ross to be the Chief Operating Officer starting July 1. He currently serves as the Assistant Superintendent for Secondary Education. Bob has an extensive history in education both in D203 and other districts. Additionally, he has positive relationships with the community, students and staff. Superintendent Bridges congratulated Mr. Ross and noted that we are looking forward to working with him in this new capacity. Mr. Ross expressed his appreciation for the appointment noting that he is proud to work for District 203 and will do his very best to further accomplish the goals in the Strategic Blueprint.

Student  
Ambassador  
Report

Kevin Angell read Abby Rader's report for NNHS:

- April 1<sup>st</sup> and 2<sup>nd</sup> NNHS Robotics is hosting the regional competition at UIC Pavilion in Chicago.

- PLAN testing for freshmen is tomorrow.
- This is senior week with daily themes leading up to Senior Celebration this weekend.
- Sunday is powder puff , an all-girls football tournament fundraiser for charity.
- On Sunday, April 17 Jazz music groups will be helping to put together Dance Swings with music from the 40's.
- The spring musical this year is Greased Lightning with performances from April 27 to May 1.
- The Color Guard Team won 2<sup>nd</sup> place in a competition last Saturday in LaPorte, IN.
- ACT is this Saturday.

Kevin Angell, NCHS reported:

- Tomorrow is ACT Bubble Day Juniors.
- Senior cap and gown distribution is Wednesday.
- College and Career open Thursday evening for parents and students.
- Drum Show is Friday and Saturday.
- Snow Ball is this Friday to Sunday.
- Bubble day for AP tests is Tuesday, April 12
- Curricular Band auditions are on Tuesday, April 12 .
- NCHS 4.0 Awards are on Wednesday the 13, 7:00 p.m.
- Experimental Theatre will be held Thursday, April 14 – 16.

Superintendent  
Staff/School  
Report

### **School Improvement Plan – Naperville North High School**

Stephanie Posey, Principal, reviewed the School Improvement Plan at NNHS. She noted that the Rising Star team is a diversified group that includes two parents that have been invited to share their knowledge. She noted that NNHS is a special place and the student body has a unique sense of pride and belonging. A very high percentage of students go on to higher education due to the support of families, staff, students and the community. Staff members critically review the curriculum for rigor and relevance. For the last three years they have been working on indicators from the Rising Star plan including a data goal and social emotional goal. The indicators align with the District Strategic Blueprint and the Closing the Gaps report. Data is used to drive curriculum and decisions about delivery to students. Training has been provided on using data warehouses and modeling the use of data. Digital learning is incorporated into the curriculum which is aligned to standards. The Closing the Gaps report recommendations have been used to reduce suspensions through a more focused attempt to build proactive relationships with families and students. Additionally, supports have been added for low-achieving students. Summer school has provided huge benefits to students and the addition of transportation and reduced fees has had a positive impact. Incoming freshmen and transfer students are supported as they transition to NNHS. Avenues are created to get students and families involved to create a sense of belonging. Full implementation of the SEL indicator was reviewed including a safe and secure building for all students that encourages student growth regardless of their beginning point. Ongoing professional development on SEL skills will continue. Healthy decision making and opportunities for student supports will

continue. Parent and community support will be provided through speakers who will address relevant topics. Parents of struggling students are contacted to set up parent teacher conferences. This has increased the participation. Some of the new developments were reviewed including the addition of targeted college visits for under-represented students as well as the annual Career Carnival at North. The addition of new clubs has offered leadership opportunities for all students. There is always room for improvement and for next year the leadership team is already working on identifying areas for expansion.

Questions from the Board:

- Question about issues with the building.
  - We want to be certain the campus is as safe and secure as possible.
  - We are looking at making the library a hub for creation and collaborative work.
  - Our capital improvement plan includes some dollars for the library at NNHS.
- Understand that counselors are working with students to take them to see college campuses.
  - This is giving first time college students a chance to feel more comfortable.
- Pleased to see how the Gaps report is being used as a foundation to build on.
- Is the data being shared more than just annually?
  - The Gaps Committee meets several times a year and the data is shared with those who can use it.
  - Staff members are very reflective on relationship building and students sense of belonging is developing and growing.
- Is transportation a barrier in Co-curricular participation?
  - Yes, we are trying to break down all the barriers that might keep students from participating.
- What kind of participation are you getting from parents?
  - It depends on the topic.
  - College and related topics are well attended.
  - We will be adding a parent panel series for parents of students with IEPs or 504 plans.
  - We are partnering with junior high on transitioning of under-populated students.
- What is the AP or Honors cohort?
  - We are working to foster growth – if a student is in a normal course we are looking for ways to support them to go to a higher level.
  - In the summer we are working on having a seminar so students can see what it would look like to take an AP course.
- Is SAT prep something we are looking at?
  - We will be working with some groups to get students ready for SAT.
  - We are considering an RFP for SAT preparation work.
  - We have to transition our plans from ACT to SAT.

### **SB 100**

Superintendent Bridges indicated that background information is provided in

BoardDocs, including a copy of the actual public act, our current policy and the policy recommended by PRESS. Bob Ross, Jim Konrad, Dean at NNHS and Mike Stock, Dean at NCHS presented information about Senate Bill 100 which significantly changes the law concerning student discipline. Mr. Konrad and Mr. Stock co-chair the annual Discipline Policy 7.190 Review Committee. They indicated that this year the process for policy revision will change significantly due to the new requirements of the law. They will be asking for Board feedback on the letter and spirit of the law. The law requires that districts adopt the new requirements by September 15, 2016; however, we would like to adopt the revisions to the policy this spring so they take effect at the beginning of the 2016 – 2017 school year. The new law calls for several practices that we already have in place:

- Re-engagement process for students returning from expulsions and alternative schools. We can make appropriate improvements for formalizing a process for students returning from suspension.
- Students will be permitted to make school work up for credit while suspended.
- Parent/Teacher Committee.
- Create a memorandum of understanding with local law enforcement agencies.
- Provide a rationale for the duration of expulsions and suspensions.
- We cannot institute zero-tolerance for suspension or expulsion for specific behaviors.
- Suspensions will be for the shortest duration and in-school suspensions will be used to help keep students in school while providing appropriate consequences.
- Appropriate support services must be provided during out-of-school suspensions that are 4 days or more.
- Ongoing staff development must be provided.

Many aspects of the law have not changed, and were reviewed. Next steps include gathering feedback tonight from the Board. A new policy will be drafted using our existing policy, the draft policy provided by PRESS, along with tonight's feedback. It will be reviewed by our legal counsel, and presented to the Advisory Committee, comprised of staff, students, parents and Board representatives later this month. If necessary, further legal counsel will be sought. The Board will be asked to review the revised policy on May 2 and take action on May 16.

Board questions and comments:

- What statewide problem is this law attempting to solve?
  - Statewide there was a concern about excluding kids from school; expulsions and suspensions were issued too many times.
  - It is serious problem not to be taken lightly.
  - We are already doing many of the requirements in the spirit of the law.
- Is there any State funding available?
  - None that we are aware of.
- What will the in-school suspension look like?
  - There are different ways we can use it.

- Possibly for one of the days of a 3 day suspension.
- Reintegration will be part of it.
- Teachers will be there to help keep them in a school setting and provide a list of things for students to accomplish.
- We already have an in-school suspension room at each high school.
- Counselors are also there to help with the reintegration process.
- What is the Parent Teacher Advisory Committee?
  - It is the committee that meets annually to review the student discipline policy. It has been our practice, but now it is a requirement.
- Can Administration go into a student's car with cause?
  - Yes.
- We have the Bridge and Ombudsman.
  - There are kids at the Bridge that are not there for disciplinary reasons.
- Maybe other districts can purchase some of our seats at the Bridge.
  - We will keep track of the attendance/placement data and revisit our outplacements for the most appropriate use of resources.
  - We will be consistent but look at the facts in each case. The greatest impact might be in-school suspension.
- What about drugs being sold to students?
  - The law leaves consequences open to some interpretation.
  - The law is trying to eliminate zero tolerance; each case needs to be reviewed individually.
  - Reporting notification will change.
- One of our greatest risks is complacency. We have a lot of flexibility that may be expanded to go with the spirit of the law to provide the academic health.
  - This will give us a chance to refine and reflect on how we best serve our students and community. We already do it well, and this is our chance to get better than we already are.
- Question about making up of school work for credit.
  - Our current practice is that students are allowed to make up big tests and assignments – day to day falls off.
  - Now kids will have a better chance to recover the credit they might lose.

Student Ambassador question:

- How will students get the work from teachers?
  - Our current practice is that the student sends a note to the teachers asking for the work. Now with in-school suspension, it will be an easier process.

Board Question:

- There are a number of our categories that are not in the PRESS version.
  - This is a chance for us to review our policy and be sure we include what is required, and clean up some things we may not need.
- Have parents been part of the handbook process?
  - The handbook is provided electronically.
- It is important for students to understand that there will be clear consequences for their behavior.

- There will be a range of consequences for certain violations depending on the circumstances.
- In school suspension will be a valuable tool.
- We want to operate within the spirit of the law.
- We have a high level of parental involvement – parents usually take some action when students have behavioral problems.
- We will be an example of best practice.

President’s Report

Board President Fielden noted that he received an email from Barbara Toney, IASB, regarding selecting people to attend a hearing on April 21 about balanced accountability system. He will send the criteria to the Board members. Please send any feedback to Mr. Fielden.

Board of Education Reports Discussion Without Action

**9 – 12 and District Special Education Certified Staffing Projections**

Bob Ross indicated that last month, the Board received the EC – 8 staffing projection and now we are presenting the 9 – 12 and District wide Special Education projections. A comparison chart with last years’ allocation was provided. Additionally a staffing chart for EC – 12 was provided that included EC – 8 projections that were approved by the Board last month.

- The IASB is taking money away from the area that we need more staff.
- Superintendent Bridges noted that new information from the State indicates that there may not be a budget for education for 16 – 17 – funding models are being discussed.

**Policy Review: First Reading Policies 6.15, 6.60, 6.210, 6.255, 6.270, 6.280, 6.340**

Kaine Osburn reviewed the following policies and the proposed changes:

**6.15, School Accountability**

Outlines basic actions like school improvement plans, balanced assessment and biennial surveys that the district must take to adhere to State and Federal Law. The official State approved biennial assessment is the 5 Essentials Survey. Dr. Osburn will clarify the language while remaining consistent with statute.

Board Questions:

- Are we ensuring that all plans will continue to provide academic success for all students; close the achievement gap?
  - We use an equity lens to approach all aspects of school improvement.
- The last item, school choice, supplemental education services section seems unfinished. Seems like the language has been lost.
  - We will go back and look at what the current requirements are since the law has changed and reword the policy in broad terms.

**6.60, Curriculum Content**

This section outlines what is required by the State. Confirmed that the civics language is consistent with PRESS and statute per Board feedback. “Digital

Citizenship” is included to reflect District practice. This policy was already before the Board, and clarifying changes have been made.

Board Questions:

- Question about grant funding and why that language is in the policy.
  - We are clarifying what the minimum state requirement is, but we can exceed the minimum as much as we wish.
- Question about the wording of making a student work program available at all grade levels. Want to be sure we are actually doing what the policy says.
  - We will follow up on this with examples.
- The wording about balancing a check book seems outdated; how about debit and credit cards and financing and those type things.
  - This is following state regulations, we do not want to delete anything, but we can always exceed what is in statute through the course approval process.

### **6.210, Instructional Materials**

Revises policy to better reflect District values and practices, consistent with press. We made revisions to the wording about contradicting a sense of worth. We are contributing to those things. Will look into the piece of age appropriate materials for statute. It is in the policy that the Board approves the courses, not the instructional materials. That is our practice.

Board Questions:

- If our practice is to bring instructional materials to the Board, why isn't that reflected in the policy?
  - PRESS recommendation.
  - Limitations could be that if every instructional material had to come to the Board of approval, it could prevent creativity.
- Maybe change the wording to be that the Board approves all core resources.
  - We will come back to this.

### **6.255, Assemblies and Ceremonies**

Language clarifies that the District does not endorse or promote any type of prayer at any school-sponsored events.

Board Question:

- Does this come from Federal law?
  - It comes from Federal case law.

### **6.270, Guidance and Counseling**

Revised language broadens the scope and reach of guidance and counseling. Broadens the language.

Board comments:

- Prefers the old language of assisting every student.

### **6.280, Grading and Promotion**

Eliminates standardized assessment performance as criteria for promotion. No questions or comments from the Board

### **6.340, Student Testing and Assessment Program**

Includes PRESS recommended updates and cross reference updates.



Questions about which items on the list are statutory. Items 4 and 5 are. The rest are from PRESS.

Questions from the Board:

- Several Board members like the old language, it was well crafted, new language seems formulaic.
  - We will take a look and be statutorily accurate.

### **Hourly Rates of Pay for Substitutes**

Superintendent Bridges noted that annually the administration makes recommendations for substitute pay. Carol Hetman reviewed the individual positions and gave back up information for each position that is recommended for an increase: Substitute Teacher, Permanent Building Substitute, Classroom Nurse, Home/Hospital Tutor, and Seasonal Maintenance.

Questions/Comments from the Board:

- Will increasing the Sub Teacher pay by \$5.00 per day really bring that much more interest, or should we be looking at a bigger raise?
  - We look at the going rate of pay for certain positions and this is competitive with the market.
  - Although we do not have 100% fill rate, ours is greater and higher than other districts.
  - The quality of subs is strong and the position serves as a gateway to being hired on a permanent basis.
  - Every sub is personally interviewed, so far this year 320 teachers have been interviewed for sub positions.
- Do we keep data about where our subs are from?
  - Not specific data, but typically most subs live in the area.
- What do we do when we have a non-fill rate?
  - We fill within the building.
- The sub pay increase will make a difference.

### **K – 12 Insight Contract**

Kaine Osburn indicated that a community survey was discussed when we talked about the calendar with regard to the Strategic Blueprint commitment around school-year and school day structure. The K – 12 Insight contract services include a process by which representatives come out and discuss exactly what we are looking for. They develop a survey based on our input. There will be two parts to the survey; one around the structure of the school day and the other part around the school calendar. They will provide a presentation-ready report. We can add components as we go along.

Questions/Comments from the Board:

- Is there an education piece to this?
  - There is medical research about start times.
  - They have recently worked with local districts.
- How will they do the survey?
  - We will have the option to choose. Initially we were looking at an on-line survey; they will counsel us on the most appropriate format for our district.

- There are people who request paper copies.
- They will market the survey and get the information out about it.
- We are confident that this will be effective.
- They will have the ability to talk to our stakeholders and the community.
  - Our staff team will present the results to the Board.

**Ombudsman Contract Renewal**

Christine Igoe noted that they provide alternative educational opportunities for students. Currently we have 100 seats, 75 from NNHS and 25 in the community. We are considering decreasing to 75 seats. We feel this will meet the needs of our students. We have the option of selling seats if we do not need them.

Board Comments/Questions:

- What is the percentage of students placed there in lieu of expulsion?
  - Very few students are there in lieu of expulsion.
- Appreciate that we are evaluating our participation and looking at the numbers.

Discussion With  
Action

New Business      Suzyn Price indicated that she did not intend to run for the Board in 2015, but was honored and gratified when she was asked to run. She noted that new energy and new ideas are critical at this time, and if she cannot make a situation better by her participation, she will make it better by letting someone else assume the role. She announced that effective June 1, she intends to resign from the Board. She is looking forward to continuing the work until then, and in other capacities in the future.

Old Business

- Upcoming Events
- Board of Education Meeting, April 18, 2016, 7:00 p.m., PSAC
  - District Awards Night, April 19, 2016, 6:00 p.m. Embassy Suites
  - High School Trade Show, April 21, 2016, 9:00 a.m. – 2:00 p.m. Municipal Center
  - Board of Education Meeting, May 2, 2016, 7:00 p.m. PSAC

Adjournment      Romberg made a motion to adjourn the meeting at 9:14 p.m. Wandke seconded the motion. A unanimous voice vote was taken, the motion carried.

Approved      April 18, 2016

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Terry Fielden, President  
Board of Education

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Ann N. Bell, Secretary  
Board of Education