

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 7, 2014, AT 7:00 P.M.

Call to Order

President Jackie Romberg called the meeting to order at 5:00 p.m. Board members present: Jackie Romberg, Suzyn Price, Kristin Fitzgerald, Terry Fielden, Donna Wandke. Absent: Susan Crotty. A unanimous voice vote was taken to allow Mike Jaensch to join the meeting via speaker phone.

Administrators present were: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer; Bob Ross, Assistant Superintendent for Secondary Education; Kitty Ryan, Assistant Superintendent for Elementary Education, Tim Wierenga, Assistant Superintendent for Assessment and Analytics, Roger Brunelle, Chief Information Officer.

Closed Session

Fitzgerald moved, seconded by Wandke 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 District and its employees or their representatives. 5 ILCS 120/2(c)(2).
3. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
4. The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
5. 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).
6. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
7. Discussion of lawfully closed minutes 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).

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: Wandke, Fitzgerald, Romberg, Jaensch, Fielden, and Price. No: None. The motion carried unanimously.

Welcome and Mission

Roll Call

Board Members present were: Jackie Romberg, Suzyn Price, Kristin Fitzgerald, Donna Wandke, and Terry Fielden. Absent: Susan Crotty and Mike Jaensch. A unanimous voice vote was taken to allow Mike Jaensch to join the meeting via speaker phone.

Administrators present: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Julie Carlsen, Director of Community Relations; Bob Ross, Assistant Superintendent for Secondary Education; Kitty Ryan, Assistant Superintendent for Elementary Education; Tim Wierenga, Assistant

Superintendent for Assessment & Analytics; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer; Roger Brunelle, Chief Information Officer.

Student Ambassadors present: Austin Hansen, NNHS.

Good News

Jackie Romberg recognized Austin Hansen for being accepted into his dream school - George Washington University.

Jackie Romberg proposed that the agenda be adjusted to allow Superintendent Bridges to begin the meeting with the Learning Support Presentation.

Price made a motion, seconded by Wandke to adjust the agenda moving the Learning Support Presentation to the first item on the agenda. A voice vote was taken. Those voting Yes: Wandke, Fitzgerald, Romberg, Jaensch, Fielden, and Price. No: None. The motion carried unanimously.

Superintendent
Staff/School Reports

Learning Support Presentation

Kaine Osburn, Deputy Superintendent; Kitty Ryan, Assistant Superintendent for Elementary Education; Tim Wierenga, Assistant Superintendent for Assessment & Analytics; Jayne Willard, Director of Curriculum & Instruction; Sue Salness, Principal, Ranch View Elementary School and Julie Beehler, Principal, Naper Elementary School took part in the presentation.

Superintendent Bridges began by explaining that the communication on this topic has not lived up to expectations. The proposal will not be acted on tonight as originally scheduled, but rather voted on at the Board meeting on April 21. Throughout the Future Focus 203 Community Engagement process we talked about how our student population has changed significantly over the past decade. In addition to changes we see in our student population, the curriculum in our classrooms is different. The shift involves moving from isolation to collaboration and intense, in depth study of the core curriculum.

A brief history of the LEAP program was provided. It was a cutting edge program introduced 25 years ago as a way to meet the needs of students who did not qualify for reading support or special education services. The introduction of enrichment was explained. Teachers provided students with assignments that extended or broadened their learning as a means to accommodate the developmental ranges that always exist in a classroom. There are challenges with each program. The dynamics in classrooms has changed: how we are teaching students, what we are teaching, them and when we are teaching them specific content has change dramatically. Support and enrichment programs need to evolve and be aligned to these changes.

The new model calls for assistants to be a part of the learning environment for five hours a day, prepared and very able to work with students when and where necessary. The classroom assistant will be part of a team of teachers and will be able to collaborate with them on a regular basis, bringing to professional conversations that assistant's expertise and knowledge of the students as they spend time with them in the classroom. By moving our trained assistants into

the classroom with the teacher, more students more often will have access to a trained professional who can guarantee their contact with the rigorous curricula we have recently put in place. Our proposed change will result in more, not less, high quality instruction.

Additionally the role of data in assessing where a student is in his or her learning has changed. Our teachers are growing more and more adept at using formative assessment data and our benchmark data to identify where students need help or where they are ready for enrichment; this often occurs in the classroom and in such a way that kids can benefit if an assistant is there to immediately work with an individual student or a group of students based on feedback a teacher is gathering.

Principals shared their positive experiences with the co-teaching model that was integrated this year. It has been very successful and beneficial to the students. Board members expressed appreciation for the outstanding job done in preparation of the proposal that has great magnitude and deserves thoughtful consideration. Board member concerns and questions were addressed. The Board will be asked to take action on April 21, 2014.

Public Comment

Winnie Jones

Representing retired LEAP teachers, she shared how LEAP was implemented in the District and implored the Board to slow down and think this through before voting.

Laurie Sterling

Shared her family's positive experiences with LEAP, questioned the timing and announcement and asked the Board to seriously consider their actions regarding the elimination of the LEAP program.

Sharon Bitzer

As a former LEAP tutor, she asked the Board to take a real look at the program, noting that it is aligned with Common Core and is not outdated. LEAP provides a strong reading foundation. She urged the Board to talk to the coordinators, experience a LEAP session and talk to parents.

Chris Rauscher

As a former employee, currently working for the American Institute for Research, she noted that all student success is dependent on student ability to read. If a student is not reading by end of 2nd grade they typically struggle throughout their entire school experience. She replicated the LEAP program in both Hinsdale and Palatine with great success.

Annie and Katie Ayoub

Mom, Katie, introduced her daughter, Annie who spoke on enrichment math. Annie noted that kids might be embarrassed if they got help in the class for LEAP because they were struggling and for enrichment because they are so smart.

Jay Fisher

Mr. Fisher spoke on behalf of STAGE which advocates for students who are academically challenged or gifted. He had multiple questions about the proposal. He noted that teachers are being asked to do an even more difficult job with differentiation, and questioned whether there has been enough training for teachers and assistants.

Bob Clements

He is unhappy about the proposal to eliminate LEAP and enrichment. The lack of transparency and communication around this decision is appalling. He urged the Board to be public with all information going forward and look more carefully at this proposal in consultation with the community and all stakeholders.

Tracy Czech

Noted that her child has been challenged and benefited tremendously from enrichment. She indicated that it is not a negative to remove students from curriculum especially if they have mastered and showed proficiency in what is being taught. She questioned how the assistants’ time will be spread out and noted that with the new model, enrichment will not be transparent.

Sonia Harmon

Current STAGE board member and past president of STAGE, requested specific data of what happened in the pilot, and noted that the district should consider piloting the actual recommendation before full implementation. She indicated that there is a big disconnect on differentiation in the District.

Jennifer Hajer

Indicated that her children have benefitted from both programs. Technology has been presented, but the children do not need more technology to get enrichment for differentiation during the day. She reviewed the ratio of instructors to students in the LEAP and enrichment programs.

Student Ambassadors Report

Austin Hansen, NNHS Student Ambassador reported:

- Senior Week started today and seniors are very anxious to pick up their caps and gowns.
- Student government elections are next week.
- 4.0 awards recognizing many students for academic excellence will be on April 16th.
- KidsMatter student job fair is coming up.
- Ignite the Night April 24th is a community event showcasing student talent.

Superintendent Staff/School Reports

President’s Report

Board of Education Reports

Kristin Fitzgerald reported that SB 3407 & HB 5840 were reported by the House and Senate Committees and that there is agreement on the intent to

provide more information to school districts and lawmakers about the cost of state mandates but that we are working on determining a process that works.

Action by Consent

The following items were presented on the Consent Agenda:

1. Adoption of the Personnel Report

Resignation – Administration

Jeffrey Howard, June 30, 2014, NNHS, Assistant Principal

Retirement – Certified

Patricia Biddinger, December 19, 2014, Mill Street, Library Resource Center

Patricia Levitsky, end of 13/14 school year, Ranch View, Occupational Therapist

Resignation – Certified

Sara Ladera Rodriguez, end of 13/14 school year, Beebe, Dual Language 3rd Grade

Lynda Trygar, end of 13/14 school year, Ranch View, 5th Grade

Re-Employment – Certified (Full Time)

Sarah Chavous, August 18, 2014, WJHS, Learning Behavior Specialist

Julia Chenelle, August 18, 2014, LJHS, Language Arts

Leave Of Absence – Certified

Hazel Reitz, 8/18 – 12/19/14, KJHS, Social Science

Retirement – Non-Union Classified

Patricia Johnson, July 31, 2014, PSAC, Student Info Systems Manager

Retirement – Classified

Anne Llewellyn, May 30, 2014, Highlands, LRC Assistant

Anita Drinkall, end of 13/14 school year, Naper, Special Education Assistant

Kay Hollfelder, end of 13/14 school year, Steeple Run, Special Education Assistant

Debra Williams, March 17, 2014, Transportation, Bus Driver

Resignation – Classified

Dan Webster, March 13, 2014, Meadow Glens, Custodian

Bobby Sims, March 12, 2014, NCHS, Campus Supervisor

Susan Garon, March 27, 2014, WJHS, Clerical Assistant

Extend Leave Of Absence – Classified

Hector Castro, 2/6 – 8/15/14, NCHS, Custodian

2. Student Disciplinary Cases as Discussed in Closed Session

3. Resolution Authorizing Reduction in Force and Honorable Dismissal of Teachers

Price made a motion to approve all items on the Consent Agenda 1 – 3 as presented. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Price, Wandke, Fielden, Fitzgerald, Jaensch and Romberg. No: none. The motion carried.

Discussion Without Action

Substitute Rates of Pay 2014 – Carol Hetman reported that annually review rates of pay for substitutes. There are two proposed changes. The first is for substitute assistants, increasing the rate from from 11.09 to 11.65. This small increase will make it more attractive for substitute teachers to accept substitute assistant positions. The second proposed change is for expulsion hearing officers. In researching we learned that other districts range from \$90/hour all

the way up to \$225/hour. Our proposed change is from \$80/hour to \$95/hour. The Board will take action on April 21.

Certified Staffing Allocation Plan – High School and Special Education - Bob Ross presented information on high school and special education staffing for 2014-2015. High school enrollment is expected to be flat for 2014-2015. This staffing allocation allows for a new position of Learning Support Coaches (LSC) at the high school level. LSC have been at the elementary level for 2 years and we are completing the first year with LSC at the junior high level. This position focuses on improving teaching across the school. Special education staffing +2 FTE for 2014-2015. The Board will take action on April 21.

First Reading Policy 7.190, Student Discipline - Bob Ross reported that annually the Board establishes an advisory committee on student discipline policy. He reviewed the proposed changes. he document. It has been reviewed by legal counsel. The Board will take action on April 21.

First Reading Policy 7.240, Co-Curricular Code Participation - Bob Ross reported that annually the Board establishes an advisory committee to review the Co-Curricular Code. He reviewed the proposed changes to the policy. Additionally, there are proposed changes to the regulation associated with the policy. The Board will take action on April 21.

Career 203 Committee Recommendations - Carol Hetman and Gina Herrman reported on efforts and recommendations of the collaborative committee of NUEA members and District 203 Administrators. The NUEA contract language states that the Career 203 Committee was established to assess the overall program. Recommendations for potential implementation include:

- Recommendation #1 – Career Educator definition changed to *Career Educator*: Educators who have successfully earned master’s a degree. This change will allow them to have access to bricks.
- Recommendation #2 – Creating and Facilitating a PL Course
- Recommendation #3 – Lane Advancement – recommended change: Career Educators are allowed one lane movement per school calendar year.

- Recommendation #4 – Individual Courses – recommended change: Educators are permitted to earn credit for an individual course without completing a “Series of Professional Learning Experiences” or a “Series of Courses”.

The committee believes that these changes will contribute to educators improving their practice in significant and meaningful ways to ensure positive student growth.

New Business

Superintendent Bridges reiterated that the Learning Support Proposal will be on the agenda under Discussion with Action at the April, 21, 2014 Board of Education Meeting.

Old Business

Upcoming Events Friday, April 11, 2014, LJHS 50th Anniversary Party, LJHS 5:00 p.m.
Wednesday, April 16, 2014, District Awards Night, Marriott, 7:00 p.m.
Friday, April 18, 2014 School Holiday
Monday, April 21, 2014, Board of Education Meeting, PSAC, 7:00 p.m.

Adjournment Price made a motion to adjourn the meeting at 9:26 p.m., Wandke seconded the motion. A voice vote was taken. Those voting yes: Price, Romberg, Fitzgerald, Wandke, Fielden and Jaensch. No: None. The motion carried.

Approved April 21, 2014

Jackie Romberg, President
Board of Education

Maureen Dvorak, Secretary Pro Tem
Board of Education