

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 ROAD, NAPERVILLE, IL.
AUGUST 17, 2015, AT 7:00 P.M.

- Call to Order President Terry Fielden called the meeting to order at 5:30 p.m. Board members present: Jackie Romberg, Kristin Fitzgerald, Suzyn Price, Susan Crotty, Donna Wandke, Mike Jaensch and Terry Fielden.
- Administrators present were: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer
- Closed Session Romberg moved, seconded by Jaensch to go into Closed Session at 5:30 p.m. for consideration of:
1. 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).
 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 District and its employees or their representatives. 5 ILCS 120/2(c)(2).
 5. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2 (c)(7).
- Meeting Opening Wandke moved, seconded by Crotty to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Romberg, Price, Fielden, Jaensch, Wandke and Crotty. No: None. The motion carried.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Jackie Romberg, Kristin Fitzgerald, Terry Fielden, Susan Crotty, Suzyn Price, Donna Wandke and Mike Jaensch.
- Administrators present: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Jen Hester, Chief Academic Officer; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Bob Ross, Assistant Superintendent for Secondary education; Kitty Ryan, Assistant Superintendent for Elementary Education; 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; Steve Mathis, Director of Buildings and Grounds; Michelle Fregoso, Director of Communications.
- Pledge of Allegiance Board members led the Pledge of Allegiance.

Public Hearing
on Drivers
Education Fee
Waiver

Administration Comments

Board President Terry Fielden called the Public Hearing on the Driver’s Education Fee Waiver to order at 7:02 p.m. He reviewed the procedure for the hearing.

Superintendent Bridges commented that the District is required to hold a public hearing.

Brad Cauffman noted that the Illinois School Code (105 ILCS 5/27-24.2) allows school districts to charge up to \$250 for the Driver’s Education course fee. If the District desires to charge above this amount, they must make an application to the State Legislature for a waiver to the school code and hold a public hearing on the said waiver. Currently, the District spends about \$418 per student for Driver’s Education (gross cost – less state aid) of which, \$250 is paid by the student. Administration has written the waiver application to allow the School Board to set the fee up to \$400. However, administration is recommending setting FY2016-2017 fee at \$300. Administration may consider incremental increases to the fee over time.

Public Comments

None

Board Comments

- It was clarified that the fee can change throughout the time the waiver is in effect.
 - When fees are set in spring, the Board can approve a fee increase.

Close Hearing on Driver’s Education Fee Waiver

Fitzgerald made a motion to close the Hearing on the Driver’s Education Fee Waiver 7:10 p.m. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Crotty, Fitzgerald, Wandke, Jaensch, Price and Fielden. The motion carried.

Recognition

Good News

- Superintendent Bridges highlighted and thanked the IT and Curriculum teams for all the hard work that has been done to ensure that the District is ready for full implementation of the Digital Learning Initiative at both high schools.
- Resources about DLI are available on the District Website.
- Wednesday, the first day of school, is a full day of attendance.

Public
Comment
Written
Communication

None

Freedom of Information Requests:

- SmartProcure Request for purchase order information.

Superintendent
Staff/School
Reports

Welcome to 203 Community Event

Superintendent Bridges commented that we are excited about this inaugural event on August 29. The hope is that members of the community, especially

new families to come together and enjoy the afternoon, 4:00 p.m. – 6:00 p.m. at Naper Settlement.

Julie Carlsen, Director of Community Relations noted that this event is a result of the collective partnership between students, staff, parents and community partners. The focus of the School Family Community Partnership core team has been to foster a welcoming environment. A similar event has been successfully hosted by the NNHS SUCCESS Group in the past. Many of the elements of their event have been incorporated into this event. There will be many activities for children with prizes donated by community partners. Multiple family resources will offer information about their services. Maps of events will be available to attendees. There are many opportunities still available to volunteer. Board members who are able to attend will be asked to be greeters and ambassadors.

2015 – 2016 Professional Learning Overview

Melissa Hampton explained that District 203 is committed to providing and supporting opportunities for high quality, research based professional learning. The professional learning framework supports learning through multiple modes with clear outcomes. Trainings include online and face to face, self-paced learning and ongoing job embedded learning in collaborative environments. The main focus is in collaborative, sustainable job embedded professional learning to improve teacher efficacy and student learning. As an example, she noted that professional learning for All Day Kindergarten began before the program was put in place and that collaborative and self-paced learning is ongoing for teachers. Similarly, multiple learning opportunities have been provided for all teachers with the implementation of reading math and literacy curriculum. Learning support coaches are in place to help teachers. Additionally professional learning on culturally responsive practices has been established and implemented with teachers' self-reflection on their own beliefs and values. Professional learning in 2015 – 2016 will be focused on several areas including equity-based and culturally responsive practices, curriculum and instruction, Rising Star indicators, social emotional learning, standards based reporting, student growth measures and digital and personalized learning. Multiple learning opportunities will be offered.

Superintendent Bridges noted that the work that has taken place in professional learning is impressive.

Board questions and comments:

- Describe sustainability.
 - Learning continues with the help of the learning coaches who have been trained to help teachers continue to learn.
- How are you assessing the learning?
 - Surveys are given to teachers following each training to help design future learning based on feedback.
 - Learning Support Coaches and Administrators provide ongoing feedback.
- In the summer when the three training sessions were held for DLI, was training at the second session changed due to feedback from the first session.
 - Yes, the teachers' time was well spent and they walked away from

the trainings better prepared to implement DLI and continue to learn.

- The New Educator Breakfast was exciting with lots of energy exuberated.
- Wished all teachers could have heard the inspiring addresses given at the New Educator Breakfast.
- Please give an example of job embedded learning.
 - Peer observations with reflective conversations following to determine if and where improvement can be made.
- Were teachers required to attend DLI trainings in the summer?
 - No, a video will be provided for those who were unable to attend. Additionally, all training materials are available in Canvass with self-taught and job embedded opportunities ongoing.

President's Report

Robb Cooper, District Counsel from Ottosen, Britz, Kelly, Cooper, Gilbert and DiNolfo LTD., came to the presenters table to answer questions about the material that was covered in a meeting held with Mike Jaensch and Kristin Fitzgerald. A document was prepared and distributed to all Board members in response to the discussion at that meeting. Dr. Cooper noted that he is only prepared to answer questions pertaining to that specific meeting and the responsive document.

Board members asked questions of Dr. Cooper to clarify the information discussed at the meeting with Mike Jaensch and Kristin Fitzgerald that included removal of the Board President, ISBE Code of Conduct, one to one conversations, and designees to contact legal counsel.

Board of Education Reports

With regard to school visits on the first day, Superintendent Bridges noted that three Board members had expressed an interest and would be contacted by one of three Cabinet members who will accompany them on the visits.

Monthly Reports

- Treasurer's Statement – The Board received the June Treasurer's Statement.
- Investments – The Board received the June Investment Report as well as an additional Cash and Investment Report.
- The Board received Budget Reports for June.
- The Board received the June Insurance Report.

Action by Consent

The following items were presented on the Consent Agenda:

1. **Bills and Claims** from Warrant #401076 through Warrant #40168 totaling \$17,279,284.21 for the period of July 21, 2015 through August 17, 2015.

Adoption of the Personnel Agenda

Appointment – Administration

Matthew Langes, August 18, 2015, LJHS, Assistant Principal

Suzanne Moores, August 18, 2015, PSAC, Asst. Director Student Services

Reassignment – Administration

Michael Frost, August 10, 2015, WJHS, Assistant Principal

Leave Of Absence – Administration

Resignation – Certified

Sarah Malik, August 16, 2015, Learning Services, Project Manager

Appointment – Certified (Full Time)

Graciela Calkins, August 17, 2015, Mill St & Steeple Run, Bilingual Speech-Language

Kelly Duewel, August 17, 2015, NCHS, LRC Director

Christine Ekis, August 31, 2015, Student Services, Occupational Therapist

Evet Karlov, August 17, 2015, Highlands, Learning Behavior Specialist

Jillian LaCosse, August 17, 2015, River Woods, Kindergarten

Jodi Piekarz, August 17, 2015, JJHS, Science/Social Science

Appointment – Certified (Part-Time)

Elizabeth BergWieczorek, August 17, 2015, Student Services, Occupational Therapist (60%)

Kathleen Mullin, August 17, 2015, WJHS, Learning Behavior Specialist (50%)

Revised Contract Ft

Steven Brown, August 17, 2015, KJHS, Physical Education

Re-Employment – Certified (Full Time)

Deborah Czerak, August 17, 2015, Elmwood, Kindergarten

Re-Employment – Certified (Part-Time)

Patrice Salerno, August 17, 2015, Ellsworth, Physical Education (23.5%)

Christopher Talac, August 17, 2015, Elmwood, Mill, Naper, Physical Education (42.95%)

Rescind Leave Of Absence – Certified

Diane Krause (Baker), Full YR 2015/16, Ranch View, 5th Grade

Retirement – Classified

Steve Yackley, August 28, 2015, Elmwood, Head Custodian

Yingrid Tou, August 18, 2015, WJHS, Special Education Assistant

Kathy Louise, August 18, 2015, Steeple Run, Special Education Assistant

Resignation – Classified

Kathleen Mullin, August 16, 2015, KJHS, Special Education Assistant

Evet Karlov, August 16, 2015, Kingsley, Special Education Assistant

Stephanie D'Ercola, August 18, 2015, Maplebrook, Special Education Assistant

Sara Feltman, August 12, 2015, Meadow Glens, Special Education Assistant

Shelly Motoyoshi, July 24, 2015, Meadow Glens, Special Education Assistant

Jennifer Picket, August 18, 2015, NCHS, Testing Coordinator

Matthew Mitchell, August 17, 2015, NNHS, Campus Supervisor

Christine Straka, August 14, 2015, NNHS, Health Technician

Melanie Pace, August 16, 2015, Ranch View, Instructional Assistant

EMPLOYMENT – CLASSIFIED

Diane O'Brien, August 19, 2015, Ellsworth, Instructional Assistant

Catherine Floeter-Bretag, August 19, 2015, Kingsley, Special Education Assistant

Tracey Egan, August 19, 2015, LJHS, Computer Support Associate

Kevin Downs, August 19, 2015, Mill Street, Special Education Assistant

Bridget Fleming, August 19, 2015, MJHS, Special Education Assistant

Steve Rosenweig, August 24, 2015, NCHS, Custodian

Emily Smetana, September 14, 2015, NCHS, Science Lab Assistant

Tiffany Francois, August 19, 2015, PSAC, Accounts Payable Clerk

Kathleen Kauzlarich, August 12, 2015, PSAC, Special Education Secretary

Nicole Ostendorf, August 19, 2015, Ranch View, Instructional Assistant

Courtney Hummel, August 19, 2015, Steeple Run, Special Education Assistant

Addendum

Appointment – Certified (Full Time)

Carrie Driscoll, August 17, 2015, Prairie & NNHS, Speech-Language Pathologist

Melanie Pace, August 17, 2015, Ranch View, 4th Grade

Rebecca Paul, August 17, 2015, Highlands, 1st Grade

Kathryn Ricci, August 17, 2015, Steeple Run, Kindergarten

Kelly Ricci, August 17, 2015, LJHS, Science / Social Science

Re-Employment – Certified (Full Time)

Sarah Swayze, August 17, 2015, JJHS, Language Arts/Social Science

Resignation – Classified

John Bugg, August 18, 2015, Connections, Special Education Assistant

Kevin Downs, August 19, 2015, Mill Street, Special Education Assistant

Employment – Classified

Christine Michon, August 19, 2015, Beebe, Special Education Assistant

Elsie McConnell, August 19, 2015, KJHS, Special Education Assistant

Michele Foster, August 19, 2015, LJHS, Special Education Assistant

Gwendolyn Stephens, August 19, 2015, LJHS, Special Education Assistant

Jamie Hayes, August 19, 2015, Mill Street, Special Education Assistant

Paula Johnson, August 19, 2015, NNHS, Health Technician

Zach Splitt, August 19, 2015, NNHS, Special Education Assistant

Karl Jessen, August 19, 2015, Steeple Run, Special Education Assistant

William Hudecek, August 18, 2015, WJHS/Highlands, Custodian

2. Board Meeting Minutes 7/20/15, 7/27/15, 8/3/15

3. Contract: TrueNorthLogic

Fielden made a motion to approve Bills and Claims from Warrant #401076 through Warrant #40168 totaling \$17,279,284.21 for the period of July 21, 2015 through August 17, 2015 and all other items on the Consent Agenda 1 - 3 with the exception of Minutes from August 3, 2015 in number 2, Board Meeting Minutes. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Fitzgerald, Price, Crotty, Jaensch, Wandke and Fielden. No: none. The motion carried.

Item 2, Board Meeting Minutes from August 3, 2015

Fitzgerald made a motion to approve the minutes from August 3, 2015 as corrected. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Fielden, Fitzgerald, Price, Jaensch, and Wandke. No: None. Abstain: Crotty. The motion carried.

Discussion
Without Action

Policy Review – First Reading (Second Review) Section 4

Superintendent Bridges noted that at the last meeting, several policies warranted additional conversation.

Kaine Osburn detailed some of the revisions and clarifications.

4.10, Fiscal and Business Management

Mr. Osburn noted that the revisions include feedback from the August 3 Board meeting.

4.15, Identity Protection

Mr. Osburn consulted with the Districts' attorney and they recommended that the policy should remain as it is.

Board questions:

- Do we protect the identity information of all past graduates?
 - We follow all laws for student and employee information protection.
 - We have a regular cycle to shred documents.

4.30, Revenue and Investments

The policy was changed according to feedback from August 3.

Board Questions

- Are we adding any verbiage about diversification? Does the policy give clear guidelines going forward for future interpretation?
- Do we want to add provisions to ensure that we are following our policies?
- We have been given guidelines for Policy 4.40, could we have something similar for 4.30?
 - Mr. Cauffman and Superintendent Bridges will meet with Ehlers to make recommendations as to when the portfolio will be in compliance with Board Policy.

4.40, Incurring Debt

Language regarding cash and cash equivalents was changed as recommended by Ehlers and Associates.

Board Member Questions:

- Bonds that mature in 12 months are stretching the definition of cash equivalent.
- Requested that the administration get another opinion from PMA about how they define cash equivalents.

This policy will be brought back for review September 8, action September 21.

4.80, Accounting and Audits

The Audit engagement letter was reviewed and is in alignment with this policy.

4.100, Insurance Management

Brad Cauffman explained the coverage that the District already has:

- Blanket student accident policy that covers EC – 8 up to \$25,000 over and above any other insurance.
- Mandatory catastrophic insurance grades 9 – 12 up to \$5 million.
- Any students enrolled in the district is covered through the first insurance, 9 – 12 is only covered by catastrophic.

Questions from the Board

- How does insurance work with eLo and opportunities to learn out of the home?
 - We will get an opinion.
- Request to get an estimate of how much it will cost to cover all students under the catastrophic insurance.
- If it costs the District more, is it possible to pass the fee on to the students?
 - That is an option to be considered.

This policy will be brought back for review September 8, action September 21.

4.110, Transportation

We are in compliance with the rules that the strobe light is on if one or more students are on the bus.

In summary, Superintendent Bridges noted that Policies 4.40 and 4.100 will be brought back on September 8 for discussion. Action will be taken on the other policies at that meeting.

Discussion With
Action

Waiver: Drivers Education Fee

Superintendent Bridges recommended that the Board approve the Drivers Education Fee Waiver as presented. Crotty made a motion to approve the Drivers Education Fee Waiver as presented. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Price, Fitzgerald, Wandke, Fielden, Romberg and Crotty. No: None. The motion carried.

Land Cash Funds

Superintendent Bridges indicated that the memo was updated after review. The administration is requesting to use less of the land cash money at this time. Price made a motion to approve the Land Cash Funds as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Fitzgerald, Fielden, Price, Jaensch, Wandke and Romberg. No: None. The motion carried.

Life Safety Funds

Superintendent Bridges indicated that there is no new information since the last meeting.

Board questions:

- What is a flak fan?
 - Steve Mathis provided an explanation.

Policy Review: Second Reading Section 4

4.20, Transfer of Funds, 4.45, Insufficient Fund Checks, 4.50, Payment Procedures, 4.60, Purchases and Contracts, 4.70, Resource Conservation, 4.120, Food Services, 4.130, Free and Reduced-Price Food Services, 4.140, Waivers of Student Fees, 4.150, Facility Management and Building Programs, 4.160, Environmental Quality of Buildings and Grounds, 4.170, Safety, 4.171, School Safety and Security – Video Safety Cameras.

Fitzgerald made a motion to approve revisions to the above referenced policies. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Jaensch, Fitzgerald, Crotty, Wandke, Price and Fielden. No: None. The motion carried.

Policy Review: 6.235, Access to Computers and Electronic Networks

Crotty made a motion to approve Policy 6.235 as presented. Price seconded the motion. A roll call vote was taken. Those voting yes: Price, Romberg, Jaensch, Fitzgerald, Wandke, Fielden and Crotty. No: None. The motion carried.

New Business

- Board members expressed concern about compliance with the IASB Code

of Conduct.

- There is a loss of confidence in the President's ability to lead the Board.
- Since the change in leadership, although the same seven people are serving on the Board, they have become dysfunctional.
- The president is unable to communicate, listen and engage the Board.
- Some Board members are more important than others depending on the day.
- They need strong leadership that does not disrupt the District in any way.
- There seems to be a sub-culture of three Board members – but the goal should be that all Board seats are equal.
- Distress expressed about where the Board is now.
- In the Code of Conduct it states that individuals should not be on the Board for personal gain or publicity. It was discussed that potentially the Board president took the position to advance his career.
- The Board president has been seen on social media with one of the Districts large vendors.
- We hold ourselves to high ethical and moral standards.
- All Board members are concerned about the state of communication of the Board as a whole.
- The Board president has a working relationship with the vendor in his own job.
- The Board president noted that he recused himself from voting with regard to this vendor.
- The relationship gives the appearance of not being transparent with the community.
- The Social media display shows lack of judgment.
- A letter of recommendation was written for the Board president with regard to the vendor, but he cannot direct the District's business to them.
- Question about how the Board got to where it is today after having just completed an application for recognition from the Illinois State Board of Education for doing such great work.
- It was suggested that a meeting is scheduled on August 24 with a facilitator from IASB to have constructive conversations and it might be appropriate to invite District Counsel, Robb Cooper to the meeting to interpret information from a legal standpoint.
- The August 24 meeting is a proper forum for the conversation, the Board had a workshop with IASB three months ago.
- Question about where the Board president gets his information from Board members.
- New Board members wanted to be part of the leadership to help bring them into the Board.
- Ideas need to be gathered from every person on the Board and communication is very important.
- Information is being manipulated and misrepresented.
- Suggestion that these issues be discussed on the 24th when a facilitator/mediator will be present.
- Will the Board president stepping aside be one of the topics on the 24th?
- These concerns need to be discussed openly and constructively.
- The Board needs to work together – this is a great group but we are in a

desperate situation.

- It is incumbent of the Board president to leave no one behind or no one ahead.
- One Board member tries to stay out of sub-groups and communicate with all Board members.

Old Business

Upcoming
Events

- The first day of school is Wednesday. It is a full day.
- Board of Education Closed Session meeting Monday, August 24, 2015, 9:30 a.m. in the Tech Center.
- Focus 203 Community Picnic Saturday, August 29, 2015, 4:00 p.m. – 6:00 p.m.

Adjournment

Crotty made a motion to adjourn the meeting at 9:09 p.m. Price seconded the motion. A unanimous voice vote was taken and the motion carried.

Approved

September 21, 2015

Terry Fielden, President
Board of Education

Ann N. Bell, Secretary
Board of Education