

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 18, 2014, AT 7:00 P.M.

- Call to Order President Jackie Romberg called the meeting to order at 6:00 p.m. Board members present: Jackie Romberg, Kristin Fitzgerald, Terry Fielden, Mike Jaensch, Donna Wandke, and Susan Crotty. Absent: Suzyn Price.
- Administrators present were: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer
- Closed Session Crotty moved, seconded by Fielden to go into Closed Session at 6:00 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. The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
 4. 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).
- 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: Crotty, Jaensch, Fitzgerald, Romberg, Wandke and Fielden. No: None. The motion carried unanimously.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Jackie Romberg, Kristin Fitzgerald, Terry Fielden, Mike Jaensch, Donna Wandke and Susan Crotty. Absent: Suzyn Price.
- Administrators present: Dan Bridges, Superintendent; Jennifer Hester, Chief Academic Officer; Michelle Fregoso, Director of Communications; 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; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer; Roger Brunelle, Chief Information Officer; Christine Igoe, Assistant Superintendent for Student Services; Steve Mathis, Director of Buildings and Grounds.
- Pledge of Allegiance Board members led the Pledge of Allegiance
- Good News Recognition Superintendent Bridges noted that this summer, under the direction of the Learning Services team, teachers and administrators have had numerous

opportunities for professional learning, growth, and development. As a community we are fortunate to have a dedicated staff committed to continuous learning and growth to ensure our students receive the best instruction. Professional learning this summer included learning in literacy, teacher evaluation, math, technology, coaching, and professional learning communities. The Learning Services Team, including: Jennifer Hester, Tim Wierenga, Jayne Willard, Christine Igoe, Melissa Hampton, Marion Friebus-Flamen, Jennifer Donatelli, Malee Farmer, Lisa Xagas, and their staff are to be commended for their work this summer for coordinating the leadership to ensure these opportunities are available to our staff. Additionally, the Human Resources team and Operations team played significant roles in supporting the learning this summer.

Back to School:

The first day of school is Wednesday, August 20, 2014. Superintendent Bridges, President Romberg, and NUEA President Mark Bailey will continue their tradition of visiting every school to welcome students, staff, and community to the new school year.

Public
Comment
Written
Communication

Freedom of Information Requests:

- Follett request for ERMS RFP information.
- Elges request for AT&T cell tower information.
- Richards request for contractor information
- Weber request for sub teacher information.
- Illinois Dept. of Labor request for prevailing wage and contractor information.
- Leo & Weber request for contractor information.
- Galetto request for construction expenses.
- Bachman request for personnel information.
- Egan request for personnel information.
- Richards request for contractor information.
- Richards request for contractor information.
- Giunti request for contractor information.
- Giunti request for contractor information.
- Giunti request for contractor information.

Superintendent
Staff/School
Reports

Board Planning Calendar

Superintendent Bridges provided to the Board and Community a tentative Board planning calendar to identify tentative topics for discussion and action at future Board of Education meetings. He emphasized that it is not an agenda, but a fluid document that is tentative.

Update on Strategic focus #4: Enhance Communication and Community Relations.

Superintendent Bridges noted that Strategic Focus #4 in the Blueprint contains a commitment to continue to build communication and community engagement opportunities to inform stakeholders. Stakeholders include people who do not

have children in the schools, but reside within the District boundaries.

New Logo

- He introduced the new D203 Logo. The globe stand and apple surfaced as important components for the logo when key leaders and Board members were surveyed. The look is updated and refreshed with the green representing powerful energy and growth.

Updated Website

- He noted that earlier this month we had a soft roll out of the updated website. The website is the most important communication tool for our community and for people outside our community who want to learn about the district. The content and material are robust; it integrates with social media and is mobile friendly.

Report to the Community

- He indicated that this week the Report to the Community will be delivered by mail to all stakeholders. This is an important communication tool especially for the families that do not have children in the school. It contains a pull out page that highlights Focus 2020, the strategic blueprint to guide the work of the District for the next several years. At the September meeting there will be another update on the strategic blueprint.

Dual Language Program

Dr. Jen Hester introduced Gabriela Velazquez, Director of Language Acquisition who will be working closely with the Dual Language Program. Dr. Jen Hester, Dr. Marion Friebus-Flamen and Malee Farmer presented an update to the Board of Education on the Dual Language Program. The outcome of the report is to give an overview of the student performance, discuss the plans for next school year, and to link the program with the Focus 2020 commitment in the blueprint. Marion Friebus-Flamen note that D203 offers a two-way immersion program with classes made up of both native Spanish speakers and native English speakers. In kindergarten their day is spent 80% in Spanish and 20% in English, gradually evening out to 50%/50% as they reach 4th grade. They learn the languages and cultures from the teacher and each other. Malee Farmer reviewed some of the assessment data used to evaluate the program, highlighted some celebrations and noted that there are areas where the students are not performing as well as expected.

One of the goals is to create equity in curriculum, instruction and resources for all students that are aligned with best practices and legal requirements. A Spanish language arts curriculum is being developed and we will continue to monitor indicators of student growth and success to meet the program goals. The changes being implemented this year should reflect immediate growth. There was Board discussion. Superintendent Bridges noted that the Dual Language program is identified as a 2018 goal in the blueprint; work is ongoing and will take time and patience as improvements are made.

Board of Education Reports	Kristin Fitzgerald noted that she visited one of her Adopt-a-Schools to see the three week Jump Start program in action prior to school beginning. It is offered in all the Title 1 schools. It is not a new program, but has proved to be effective.
Monthly Reports	<ul style="list-style-type: none"> • 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	<p>The following items were presented on the Consent Agenda:</p> <ol style="list-style-type: none"> 1. Bills and Claims from Warrant #390897 through Warrant #391461 totaling \$17,147,209.97 for the period of July 22, 2014 to August 18, 2014. 2. Adoption of the Personnel Agenda <p>Resignation – Administration Bradley Verthein, August 5, 2014, PSAC, Assistant Director Student Services</p> <p>Resignation – Certified Kristy Holben, August 10, 2014, NNHS, Science Amy Nacion, August 18, 2014, MJHS, School Counselor</p> <p>Appointment – Certified (Full Time) Marni Chiddister, August 18, 2014, River Woods, 1st Grade Christel Elsen, August 18, 2014, River Woods, 2nd Grade Christopher Feid, August 18, 2014, NCHS, Automotive Morgan Gniewek-Massaro, August 18, 2014, District, Vision Itinerant Colleen Kerrigan, August 18, 2014, NNHS, Science Andrea Murphy, August 18, 2014, Maplebrook, 4th Grade Bradley Neubauer, August 18, 2014, NCHS, Business Education Amanda Pettit, August 26, 2014, District, Occupational Therapist Kelly Rivera, August 18, 2014, NCHS, Learning Behavior Specialist Robin Ryder, August 18, 2014, District, Occupational Therapist</p> <p>Appointment – Certified (Part-Time) Steven Brown, August 18, 2014, JJHS, Physical Education (34%) Angela Englishharden, August 18, 2014, Naper/Mill St., Instrumental Music (40%) Erin Kelly-Owen, August 18, 2014, WJHS, FACS (40%)</p> <p>Revised Contract Ft Phoebe Conner, August 18, 2014, NNHS, Learning Behavior Specialist Lyn Walsh, August 18, 2014, MJHS, School Counselor</p> <p>Re-Employment – Certified (Part-Time) Hannah Arzadon, August 18, 2014, District, Occupational Therapist (50%) Lori Peterson, August 18, 2014, MJHS, FACS (55.54%)</p> <p>Leave Of Absence – Certified Theresa Young, 12/5/14 – 3/27/15, MJHS, Psychologist</p> <p>Retirement – Classified Karen Tomei, August 19, 2014, Ellsworth, Special Education Assistant June Laskowski, July 1, 2014, Meadow Glens, Project LEAP Tutor Mary Lou Zada, August 12, 2014, Prairie, Project LEAP Tutor Margaret Molnar, August 20, 2014, Transportation, Bus Driver</p>

Resignation – Classified

Martha Fuentes, August 19, 2014, Beebe, Dual Language Assistant
 Kristen Kelps, August 19, 2014, Highlands, Special Education Assistant
 Thais Veselik, August 19, 2014, Highlands, Special Education Assistant
 Janet Grzesiak, August 19, 2014, Kingsley, Special Education Assistant
 Zhanna Charniauskaya, August 19, 2014, NCHS, Special Education Assistant
 Kelly Rivera, August 17, 2014, NCHS, Special Education Assistant
 Lauren Rakosnik, August 19, 2014, WJHS, Special Education Assistant

Employment – Classified

Evett Karlov, August 20, 2014, Kingsley, Special Education Assistant
 Sean Mitchell, August 25, 2014, NNHS, Maintenance
 Patrick Spreadbury, August 20, 2014, NNHS, Auditorium Manager
 Phyllis Erikson, August 20, 2014, Prairie, Special Education Assistant
 Kaitlyn Manade, August 20, 2014, River Woods, Special Education Assistant
 Mark Hanson, August 20, 2014, Transportation, Bus Driver
 Jon Nigro, August 18, 2014, Transportation, Technician
 Brad Schulz, August 20, 2014, Transportation, Bus Driver
 Madison Pollitz, August 20, 2014, WJHS, Special Education Assistant

Employment – Classified (Part-Time)

Sharon Hutt, August 20, 2014, Highlands, Instructional Assistant
 Luisa O’Neil, August 20, 2014, River Woods, Instructional Assistant
 Stacie Nikkel, August 20, 2014, Scott, Instructional Assistant

Re-Employment – Classified

Kelly Scotti, August 20, 2014, Beebe, Instructional Assistant

Leave Of Absence – Classified

Wendy DeGeorge, 8/25/14 – 11/26/14, MJHS, Special Education Assistant

Addendum**Resignation – Certified**

Fred (Tim) Greenwood, August 18, 2014, Madison JHS, Math

Appointment – Certified (Full Time)

Yaejung Justine Halama, August 18, 2014, District, Physical Therapist
 Yusra Mohiuddin, August 18, 2014, Steeple Run, 1st Grade
 Jennifer Walsh, August 18, 2014, Ranch View/Steeple Run, ELL

Re-Employment – Certified (Full Time)

Amy Columbus, August 18, 2014, Ellsworth, Kindergarten

Re-Employment – Certified (Part-Time)

Ann Cussick, August 18, 2014, MJHS, Art (55.54%)

Leave Of Absence – Certified

Melissa Stines, 1/5/15 – 3/27/15, Elmwood, 5th Grade

Retirement – Classified

Debbie Janicek, August 14, 2014, Beebe, LRC Assistant
 Dennis Earwood, August 11, 2014, Transportation, Bus Driver

Resignation – Classified

Peter Koutoupis, August 19, 2014, JJHS, Special Education Assistant
 Anita Gorzak, August 15, 2014, ARECC, Special Education Assistant

Employment – Non-Union Classified

Jennifer Hannon, August 20, 2014, PSAC, Media Specialist

Employment – Classified

Taylor Erickson, August 20, 2014, Highlands, Special Education Assistant
 Catherine West, August 20, 2014, Highlands, Special Education Assistant
 Jeff Stutes August 20, 2014 JJHS Custodian
 Mallory Atkensen, August 20, 2014, Kingsley, Special Education Assistant
 Patricia Mathewson, August 20, 2014, NNHS, Special Education Assistant

Michael Stepelton, August 18, 2014, PSAC, Custodian
Kelly McConkey, August 20, 2014, River Woods, Special Education Assistant
Ernestine Hayes, August 20, 2014, Transportation, Bus Driver
Guadalupe Luviano, August 20, 2014, Transportation, Bus Driver
Robert Murphy, August 20, 2014, Transportation, Bus Driver
Bradley Schulz, August 20, 2014, Transportation, Bus Driver
Employment – Classified (Part-Time)
Shelly Motoyoshi, August 20, 2014, Meadow Glens, Instructional Assistant

3. Board Meeting Minutes 7/21/14, 8/4/14

Wandke made a motion to approve Bills and Claims from Warrant #390897 through Warrant #391461 totaling \$17,147,209.97 for the period of July 22, 2014 to August 18, 2014 and items 1 and 2 on the Consent Agenda as presented. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Fielden, Fitzgerald, Jaensch, Wandke and Romberg. No: none. The motion carried.

Item 3, Board Meeting Minutes
July 21, 2014

Fielden made a motion to approve the Board meeting minutes from July 21, 2014. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Fielden, Romberg, Crotty, Jaensch, and Fitzgerald. No: None. Abstain: Wandke. The motion carried.

August 4, 2014

Wandke made a motion to approve the Board meeting minutes from August 4, 2014. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Fitzgerald, Crotty, Jaensch, and Wandke. No: None. Abstain: Fielden. The motion carried.

Discussion .
Without Action

Discussion With
Action

Overview is first on agenda

Superintendent Bridges noted that the only changes made to Policies 3.10 – 3.70 were recommended at the last Board Meeting.

Second Reading: Policy 3.10, Goals and Objectives

Second Reading: Policy 3.20, 3.30, Organizational Chart

Second Reading: Policy 3.40, Superintendent

Second Reading: Policy 3.50, Administrative Personnel other than the Superintendent

Second Reading: Policy 3.60, Administrative Responsibility of the Building Principal

Second Reading: Policy 3.70, Succession of Authority

Crotty made a motion to approve the recommendations for Policies 3.10, Goals and Objectives, (eliminate Policy 3.20), 3.30, Organizational Chart, 3.40, Superintendent, 3.50, Administrative Personnel other than the Superintendent, 3.60, Administrative Responsibility of the Building Principal, 3.70, Succession of Authority. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Fitzgerald, Wandke, Fielden, Romberg, and Crotty. No:

None. The motion carried.

Second Reading: Policy 4.30, Revenue and Investments

Kaine Osburn noted that the only change made was suggested at the last Board meeting.

Wandke made a motion to approve Policy 4.30, Revenue and Investments as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Fitzgerald, Fielden, Jaensch Wandke, and Romberg. No: None. The motion carried.

Second Reading: Policy 4.55, Use of Credit and Procurement Cards

It was suggested that verbiage be added that included staff members familiarity with the Procurement Card Program Cardholder Manual. Each employee will sign a form stating that they are familiar with Policy 4.55 and the PCPCM following mandatory training.

Crotty made a motion to approve Policy 4.55, Use of Credit and Procurement Cards as amended. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Jaensch, Fielden, Fitzgerald, Wandke, and Crotty. No: None. The motion carried.

New Business

Old Business

Upcoming
Events

- School will begin in two days!
- Dan Bridges, Mark Bailey and Jackie Romberg will visit all the schools on the first day.
- Next Board of Education meeting is Tuesday, September 2, 2014.

Adjournment

Wandke made a motion to adjourn the meeting at 8:15 p.m. Crotty seconded the motion. A unanimous voice vote was taken and the motion carried.

Approved

September 15, 2014

Jackie Romberg, President
Board of Education

Ann N. Bell, Secretary
Board of Education