

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 RD., NAPERVILLE, IL.
DECEMBER 21, 2015, 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, Suzyn Price, Mike Jaensch and Terry Fielden, Donna Wandke, Jackie Romberg, and Susan Crotty.
- Administrators present were: Dan Bridges, Superintendent, Kaine Osburn, Deputy Superintendent; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer.
- Closed Session Jaensch moved, seconded by Price 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 5 ILCS 120/2(c)(21). 10-19-15, 11-2-15
 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. The sale or purchase of securities, investments, or investment contracts 5 ILCS 120/2 (c)(7).
 5. Security procedures and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public or public property 5 ILCS 120/2(c)(8).
 6. The setting of a price for sale or lease of property owned by the District 5 ILCS 120/2(c)(6).
 7. Collective negotiating matters between the District and its employees or their representatives 5 ILCS 120/2(c)(2).
 8. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
- Meeting Opening Fitzgerald moved seconded by Crotty to return to Open Session at 7:02 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Price, Fielden, Jaensch, Romberg, Wandke and Crotty. No: None. The motion carried.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Kristin Fitzgerald, Terry Fielden, Susan Crotty, Suzyn Price, Jackie Romberg, Donna Wandke and Mike Jaensch.
- Student Ambassadors Present: Abby Rader , NNHS
Absent: Kevin Angell, NCHS
- 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; Brad Cauffman, Chief Financial Officer; Christine Igoe, Assistant Superintendent for Student Services; Tim Wierenga, Assistant Superintendent for Assessment; Carol Hetman, Chief Human Resources Officer; Steve Mathis, Director of Buildings and Grounds; Michelle Fregoso, Director of Communications.

Pledge of Allegiance

Laura Noon, Principal of Highlands Elementary introduced the following students who led the Pledge of Allegiance: Lucy Rubenstein, Tommy Turk, Polina Melnychencko, Lucas De La Cruz, Lulu Allie, Ryan Anderson.

Recognition

Good News

Mission Maker Award

Highlands Elementary Street School students Luke and J.P. Brock are students who are living the District Mission Statement. The brothers demonstrated exemplary leadership skills as "*self-directed learners, community contributors and collaborative workers*" by identifying a way to support DuPage PADS when the weather started to turn cooler. To make a greater impact, the boys invited their classmates to join them to make blankets for PADS shelters.

Lincoln Junior High School student Sophia Martinez is a student who is living the District Mission Statement. Sophia has demonstrated her leadership as a "*self-directed learner, quality producer and community contributor*" by turning her love for sewing into a worthy cause. Sophia started P'Jammerz, a charity dedicated to sewing pajama pants for children who are guests of the PADS homeless shelters in the Naperville community. Sophia machine sews the pajama pants for toddlers to teens. A clean, new, long sleeve t-shirt is included with each pajama pant. P'Jammerz is at a point where the demand is higher than what Sophia can produce alone. On December 16th and 17th, Ms. Gualano opened up her FACS classroom so that all 30 sewing machines could be available for students who are confident on a sewing machine and willing to donate their time to help sew pajama pants.

Sophia's website- <http://www.wearepjammerz.com/>

Public Comment

None

Communications
Student
Ambassador
Reports

Student Ambassador Reports

Abby Rader, NNHS:

At North in the past two weeks we have had:

- 215 Seniors named Illinois State Scholars;
- 30 DuPage Valley all conference athletes; four All State athletes;
- Senior Amanda Blank was selected to be the BPA Historian for Illinois 2015-2016 school year;
- Nathan Lee received a BPA Merit Scholar Award at their Oak Brook Conference.
- On behalf of all peers, we are very much looking forward to the next two weeks off.

Superintendent Bridges indicated that he was asked to address the school district’s position on prayer and the rationale behind. This is due to the recent concern expressed regarding a photograph that appeared to show members of the Naperville 203 staff participating in a pre-game prayer with student athletes. The staff member who was in this case leading a prayer, has been instructed that according to the Establishment Clause of the Constitution, all public school officials, whether an administrator, teacher, coach or other staff member must remain neutral in their treatment of religion. High school athletic directors have been asked to share with all coaches that they may not lead players in prayer or religious activities. They are prohibited from encouraging or discouraging prayer, and cannot participate with students in such activity. He continued that some media coverage has suggested that prayer has been banned by Naperville 203. That is not true. As long as students respect school policy regarding the educational process, they will not be denied their personal freedom of expression including their right to prayer. He noted that it is important as school leaders of a very diverse population that we respect the diversity and avoid putting students in situations that may conflict with their personal beliefs.

Written
Communications

Freedom of Information Requests:

- Berwick request for Naper information.
- Spahn request for assessment information.
- Snyder request for Special Education information.
- Fields request for surveillance information.

Superintendent
Staff/School
Reports

Concussion Protocol

Jeanette Harris, Supervisor of Health Services, noted that there has been a lot of discussion recently about concussions. In her report she will share information about the District’s current framework for concussion communication and action as well as the purpose and future direction of the District Concussion Oversight Team. She began by defining a concussion: “A concussion is a type of traumatic brain injury – or TBI – caused by a bump, blow, or jolt to the head or by a hit to the body that causes the head and brain to move rapidly back and forth.” It is estimated by the CDC that of the 1.6 to 3.8 million concussions that occur in the USA, about 50% go unreported. Concussions do not always involve loss of consciousness and are not always obvious. The Youth Sports Concussion Safety Act, signed by Governor Bruce Rauner in August requires all Illinois schools to establish protocols for all students with concussions that includes “return-to-play” and “return-to-learn” plans. The purpose of the law is to ensure that all students who have sustained a concussion receive comprehensive support from their schools while they are recovering.

Return to play protocol guidelines include:

- Mandatory removal from play;
- Required medical clearance;
- Required training and education for coaches, parents and athletes;
- Informed consent of parents and athletes.

Medical clearance includes multiple steps. The student must be asymptomatic

after each step. The District further protects our students to ensure their safety by administering baseline testing prior to taking the field. This testing is not required by the law. The committee will continue to monitor the systems in place to ensure district-wide consistency at all levels.

Return to Learn protocol guides a student's return to the classroom following an injury. It is a collaborative effort between school professionals, family and health care professionals who are managing the medical aspect of recovery. In order to return to full game play, a student must be cleared from all return to learn protocol and no longer be receiving academic accommodations.

Mrs. Harris noted that the Board approved Policy 7.305 – AP1, concussion management procedures to establish a collaborative approach to support a student recovering from a concussion. She highlighted a head injury flow chart that provides a framework for a procedure that has been utilized at the High school level. It identifies the process and flow of communication for a student to safely return to play and learn. The committee will continue to examine it to be sure it is in alignment with the law. She reviewed District concussion data and noted that a multidisciplinary Concussion Oversight Team has been established; their first meeting was last week. The District practices will be systematically reviewed to ensure compliance with the laws and look for ways to protect our students from concussions.

Questions/Comments from the Board

- What kind of academic accommodations are we providing?
 - We have all different levels of accommodations to individualize each student's needs.
 - We use the Center for Disease Control steps.
 - It is a collaborative process with nurses, doctors, teachers and students working together.
- Discuss girls vs. boys concussions.
 - There are a growing number of girls getting injuries in sports and activities.
- Are trainers on site?
 - They are on the field for practices for football and the soccer fields are close by too.
- How about cheerleading?
 - Girls are usually indoors and the coaches call the trainer immediately if an injury occurs.
 - Trainers are usually on site until about 7:00 p.m.
- This is a redoing of the law?
 - The new law has the same steps and processes – the change is the academic aspect of return to learn.
- What kind of test is the baseline test?
 - It is a computerized baseline test that is administered before a sports season starts.

Athletic Trainers, Mark Florence, NCHS and Jason Majchrowski, NNHS were both in attendance.

- They noted that the guidelines and practices are similar at both schools.
- They utilize walkie-talkies and are always available either inside or outside.
- We already have many of the aspects of the law in place, now we are

formalizing the practices by putting them on paper.

Board Questions:

- Do you have the breakdown of what sports injuries have happened?
 - We are working on collecting that data.
- We have an agreement with Athletico for sports trainers.
 - They are supplemental help that are supervised by our in-house athletic trainers.
 - We have a good working relationship with them.

President's
Report

Board of
Education
Reports

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

Action by
Consent

The following items were presented on the Consent Agenda:

1. **Bills and Claims** from Warrant #404401 through Warrant #405359 totaling \$26,979,619.39 for the period of November 17, 2015 through December 21, 2015.

2. Personnel

Resignation – Certified

Stephanie Grunewald, January 11, 2016, Mill Street, School Psychologist (50%)

Nicole McGinnis, December 21, 2015, NNHS, Learning Behavior Specialist

Christine Nadelhoffer, January 8, 2016, NNHS, Family & Consumer Science

Appointment – Certified (Full Time)

Kimberly Kedziora, January 6, 2016, NCHS, Science

Retirement – Classified

Edward Norton, February 1, 2016, NCHS, Custodian

Resignation – Classified

Janina Silva, December 22, 2015, NNHS, ELL Assistant

Randy Bray, December 19, 2015, Transportation, Bus Driver

Employment – Classified

Judy Wiesbrook, December 18, 2015, MJHS, Special Education Assistant

Rebecca Hunter, December 17, 2015, Meadow Glens, Special Education Assistant

Michael Brown, December 17, 2015, NCHS, Campus Supervisor

Personnel Addendum

Appointment – Administration

Mark Pasztor, December 21, 2015, Mill Street, Interim Assistant Principal

3. Student Discipline as Discussed in Closed Session.

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

Discussion
Without Action

Discussion With
Action

2015 Tax Levy Determination

Superintendent Bridges noted that at the November 16 and December 7 Board meetings we discussed the tax levy determination.

Questions and comments from the Board

- From a legislative outlook, has there been any word from the State?
 - There has been some talk about the pension cost shift, but no impact as of yet.

Romberg made a motion to approve the 2015 Tax Levy Determination as presented. Wandke 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.

Designate CFO/CSBO to Prepare Budget

Superintendent Bridges recommended that Brad Cauffman be designated to begin the preliminary functions to prepare the budget.

Fitzgerald made a motion to approve the designation of Brad Cauffman, CFO/CSBO to prepare the Budget. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Fielden, Wandke, Price, Crotty, Jaensch and Fitzgerald. No: None. The motion carried.

Facilities Capital Improvement – Summer 2016

Superintendent Bridges indicated that the administration requested to go back and change some of the scheduled projects. The schedule of projects is subject to change in the future if necessary.

Comments/Questions from Board members:

- Glad we were able to front load the funding for the projects.
- The new State Superintendent mentioned funding being available for building projects.
 - D203 does not qualify for the funding; it will go to low-income districts.

Fitzgerald made a motion to approve the Facilities Capital Improvement – Summer 2016 as presented. Romberg seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Fitzgerald, Wandke, Jaensch, Crotty and Price. No: None. Abstain: Fielden. The motion carried.

School Improvement Plans

Superintendent Bridges noted that at the last meeting the Board was provided with School Improvement Plans for all 22 schools as well as an executive summary. There is no new information.

Comment from Board member:

- Look forward to hearing the results and implementation and appreciate all the hard work that goes into them.

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

Naper Recommendation

Superintendent Bridges noted that the recommendation was brought to the Board at the November 16 meeting and again discussed at the December 7 meeting. There is no new information.

Questions/Comments from Board members:

- This has been a multi-year process to figure out how to help the growing population at Naper. The plan has been thoughtfully done to ensure that 5th graders will make a smooth transition to WJHS.
- This will be a continuing process to look at issues that might come forward and to work collaboratively to make any necessary changes; this is the key to success.

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

Board Meeting Minutes 11/16/15

Fitzgerald made a motion to approve the Board Meeting Minutes of 11/16/15 as presented. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Fitzgerald, Wandke, Fielden, Crotty, Jaensch and Price. No: None. Abstain: Romberg. The motion carried.

Board Meeting Minutes 12/7/15

Wandke made a motion to approve the Board Meeting Minutes of 12/7/15 as presented. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Wandke, Crotty, Price, Romberg, Fielden and Fitzgerald. No: None. Abstain: Jaensch. The motion carried.

New Business
Old Business

Superintendent Bridges noted that the ACT Contract was inadvertently omitted from tonight's Agenda. It will be on the Agenda for action on January 11, 2016.

Upcoming
Events

- Winter Break, December 23, 2015 to January 5, 2016.
- Board of Education Meeting, January 11, 2016, 7:00 p.m. PSAC
- Martin Luther King Holiday, January 18, 2016
- Focus 203, January 20, 2016, NCHS Cafeteria, 7:00 – 9:00 p.m.
- Focus 203, January 21, 2015, Grace Church, 8:30 – 10:30 a.m.
- YUKS for Youth, January 23, 2016, NCC Wentz Hall, 7:00 p.m.
- Board of Education Meeting, January 25, 2016, 7:00 p.m. PSAC

Adjournment

Board President Terry Fielden wished everyone a safe and happy holiday

season.

Fitzgerald made a motion at 7:55 p.m., seconded by Romberg to return to Closed Session. A roll call vote was taken. Those voting yes: Fitzgerald, Wandke, Crotty, Jaensch, Romberg, Fielden and Price. No: None. The motion carried.

Approved

December 21, 2015

Terry Fielden, President
Board of Education

Ann N. Bell, Secretary
Board of Education