

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.  
FEBRUARY 17, 2015, 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, Mike Jaensch, Kristin Fitzgerald, Susan Crotty, Suzyn Price, Donna Wandke. Absent: 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 Fitzgerald moved, seconded by Crotty 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. 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).
- Meeting Opening Crotty moved, seconded by Wandke to return to Open Session at 7: 00 p.m. A voice vote was taken. Those voting Yes: Wandke, Fitzgerald, Romberg, Fielden, Jaensch, Crotty and Price. No: None. The motion carried unanimously.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Jackie Romberg, Kristin Fitzgerald, Donna Wandke, Terry Fielden, Mike Jaensch, Susan Crotty and Suzyn Price.
- Administrators present: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Bob Ross, Assistant Superintendent for Secondary Education; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; 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.
- Student Ambassadors present: Bryce Dunlap, NNHS and Kyle Hafkey, NCHS
- Pledge of Allegiance Sue Salness, Principal of Ranch View Elementary introduced the following students who led the Pledge of Allegiance: Brayden Tritt, Marin Hall, Eddy

Good News  
Recognition

**District 203 Mission Maker Award**

The District 203 Mission Maker Award is a monthly award given to students who live the district mission in exemplary ways.

Superintendent Bridges invited Dom Peters, 5th Grade student at Scott School to the front of the room to receive his certificate and gifts. Dom was an exemplary example of being a "collaborative worker and self-directed learner" at Outdoor Education this past week. Dom was very enthusiastic and helpful, and supported his group members by cheering them on and offering encouragement when they were fearful of a new challenge. His 'zest for life' was contagious, and he helped even the most reluctant participant catch the "fun fever." Dom is a team player who demonstrated the attributes of collaboration and self-motivation consistently and deserves to be recognized.

Superintendent Bridges invited Seth Amegatse, 5th Grade student at Scott School to come up and receive his certificate and gifts. Seth exemplifies the mission strand of collaborative worker. He consistently encourages others and celebrates their successes. Seth creates a positive atmosphere among students and staff throughout Scott School. His outlook and attitude have impacted students in his class and throughout the building. An example of Seth's collaborate work is when participating in the mile run in P.E. class, Seth was encouraged by other students and, in turn, Seth began encouraging others to complete the run. This fostered the entire class running the mile in a positive, celebratory way. Seth's positive attitude encourages others to try new things and do their best.

**Presidential Scholars**

Superintendent Bridges congratulated the District 203 high school students who were selected as candidates for the United States Presidential Scholars Program. The program was established in 1964 by Executive Order of the President to recognize and honor some of our nations' most distinguished graduating seniors on the basis of their accomplishments in many areas - academic and artistic success, leadership, and involvement in school and the community. The students were sent invitations to apply for this year's competition. Application materials include essays, self-assessments, secondary school reports, and transcripts. The Semifinalists will be posted in early April and Scholars announced in early May.

From Naperville Central the students are: Riley Brooksher, Joy Chiu, Peter Hong, Siqi Liu, and Sanjay Subramanian.

Students from Naperville North are: Paul Beckman, Elizabeth Chang, Theo Gabriel, Jessica Hu, Anatoliy Kuznetsov, Aleeza Leder Macek, Michael Sun, Glen Tang, Amy Tien, Davis Zhang, and Tony Zhou.

**Dan Iverson – Illinois Girl's Cross Country Coach of the Year**

Superintendent Bridges invited Dan Iverson to come forward for recognition for being named Illinois Girl's Cross Country Coach of the Year. The U.S. Track & Field and Cross Country Coaches Association (USTFCCCA) announced the state-by-state winners of its inaugural High School Cross

Country Coach of the Year. [One boys coach](#) and [one girls coach](#) from each of the 50 states were honored for their successes during the 2014 cross country season, as chosen by the USTFCCCA High School Coach of the Year selection committee.

"High school coaches have a profound impact on young athletes' lives," said USTFCCCA CEO Sam Seemes. "For so many runners, their high school cross country coach is the person who opened the world of running to them." "We're excited to be able to recognize and reward those high school coaches for the successes of their teams this season," added Seemes.

State-by-state winners were selected based on their teams' performances throughout the 2014 cross country season. Among the factors taken into consideration were team score and placement at the state championships, margin of victory, performance against rankings if available, individual championships, and how their teams' performances stacked up to previous years (e.g. first title in school history, consecutive titles, etc.)

Public  
Comment  
Student  
Ambassador  
Report

**Bryce Dunlap, NNHS reported:**

- Chess Team won the State Championship.
- The Black History Pride month event was well attended and a nice event. Students staff and parents performed.
- Show choir has been very successful.
- Alumni will be awarded the Learning to Leaders award on February 26 and March 7.
- Kyle Braid movie night was held where kids come and watch movies on the big screen.
- NNHS and NCHS Basketball teams played each other as a fund raiser. NCHS won.
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**Kyle Hafkey, NCHS reported:**

- Winter dance was held Valentine's weekend. The annual Mr. NCHS event took place the Wednesday before the dance. Additionally, a pie throwing event was held. Funds were collected to purchase fleece to make blankets for needy children.
- Spring sports are starting soon - information about them is circulating.
- AP tests coming up.
- Looking forward to the senior party.
- Multicultural show coming up.

Written  
Communication

**Freedom of Information Requests:**

- Edmier request for contractor information.
- Forsythe, Belleville News Democrat request for personnel information.

Superintendent  
Staff/School  
Reports

**Tentative Board Planning Calendar**

Superintendent Bridges noted that a tentative calendar of topics to be discussed at upcoming Board meetings through April 20 is available for review in

BoardDocs. He noted that this is not an official agenda, but a way to be transparent with the community and provide pertinent information.

### **District 203 Operating Expense Overview**

Superintendent Bridges began the report by noting that D203 is guided by the strategic blueprint that emerged as a result of community feedback, best practice, and a vision for the future to help fulfill the District Mission Statement. One of the key focus areas in the blueprint and the topic for this overview is steward resources effectively to promote student learning. The financial realities and environment of the District are always changing which present challenges to maintain consistent funding for programs and services. The reduction of cpi-u to .8% had an impact on revenue for the District. Additionally, unreliable State revenue sources have caused us to focus on being good stewards of the available resources. In January an updated five year financial forecast was presented that included the actual cpi-u of .8%. One way to review expenses is to look at how much we spend on average to educate a student. Annually, the district is required to submit information to the State and they in turn calculate that rate by dividing the total net operating expenses for the regular K – 12 program by the average daily attendance (not enrollment, but average number of students who are in attendance on a typical day). The rate varies across the state, and D203 is the third highest among benchmark districts that we also compare with for academics. Over the last several years our operating expense per pupil has increased. Our enrollment has declined therefore our average daily attendance has also gone down. The Board will hear a demographic report in March and April that will indicate a decreasing enrollment over the next several years. Despite the challenges of uncertain revenue, we have and will continue to make adjustments to the budget to ensure that we continue to have a balanced budget. The decisions made reflect the values of the community while providing the best possible education for each student.

Questions and comments from Board members:

- It is important to look at our operating expenses to see if there are places we can cut back especially with our daily attendance decreasing.
- Knowing that we might have reduced revenue, looking for ideas from the administration on where we can pare back our expenditures to have the least impact on the students but sustain our results.
- We need to watch what happens in Springfield with regard to charter schools. We have the right people in charge that can monitor the District's budget and make adjustments as necessary.
- The money we have wisely spent is an investment in the future.
- We have a policy to keep a 10% reserve, should we have a policy that requires the superintendent to always present a balanced budget?
- It was requested that the superintendent put together such a policy for discussion by the Board.

Superintendent Bridges noted that we are in a proactive position. Our dollars are going to instruction, the students in the classrooms, and what is happening in the schools. We will bring a balanced budget.

## **Facility Planning Update**

Superintendent Bridges indicated that one of the commitments from the strategic blueprint is allocating district resources to meet the varied needs of schools and programs. The ongoing investment in our facilities has paid off; the buildings are in great shape and are safe places for students to learn. Each building presents its own unique challenges and opportunities.

Craig Siepka, Wight and Co. continued the presentation noting that a two phase comprehensive facility assessment was done at each site. The first phase involved evaluating the infrastructure elements that make a comfortable environment like roofs, walls, heating, etc. There were no items that needed to be immediately addressed. There were a few items that fell in the need to be addressed in 2 – 4 years category. Conceptual budget numbers were put together for the Buildings and Grounds department to use for completing some of the work.

Phase two of the master planning process involved selecting a few key items that were identified by the community through the Focus 203 discussions and evaluating the sites for those items: Safety and Security, Flexibility and Agility of learning environments and all-day kindergarten. Initially data collection took place at each facility. We are now in the analysis and implementation phase. All day kindergarten has been added to each of the elementary schools. Security enhancements have always been a priority in the district. We continuously review our security standards to upgrade and enhance security. A number of facilities were identified for minor improvements and to try different furniture to create flexible learning spaces. Elmwood, Prairie, Madison and Naperville North High School were chosen. We have been documenting the excitement in the classrooms with the new furniture and interviewing students and teachers for feedback. The intent is to have a standard for the furniture and choices for other sites to consider as they look at flexible learning spaces in their buildings.

Library media centers are evolving and changing. Beebe and Jefferson were chosen to try out new flexible space components. Feedback has been very positive. We continue to monitor these areas.

Naper and Ellsworth are the smallest facilities in the District. They both present challenges. Ellsworth has vintage character and a desirable location in the neighborhood. It is extremely tight on the site with limited opportunities to reclaim square footage or build up due to the structure of the building and zoning restrictions. Accessibility is another issue that has been a big challenge. There is no multipurpose room and additionally, operational costs of the building are higher per square foot than other buildings in the District. We need to look differently at how we use the space.

Naper has many of the same issues as Ellsworth since they are about the same age. The location of Naper is unbeatable; there is a little more land to use on the north side of the building. Otherwise Naper has the same list of challenges as Ellsworth.

At Naperville North over the last several years, there have been a series of upgrades and projects that have been completed: Science renovations,

Mechanical equipment upgraded, LED lighting installed, Music Department upgrades, food lab upgrades, envelope of the building was refreshed and new roofing installed. Other areas that have been identified to consider for updating are the main entrance and the library and media center. Additionally we are looking for ways to eliminate the mobile classrooms and include their functions inside the main building. Other considerations are utilization by students of health and wellness space and giving the building an overall finish upgrade from a cosmetic perspective.

Moving forward several areas for consideration are:

- Elimination of mobile classrooms throughout the district.
- Transportation office building.
- High School athletics desires and needs.
- 5<sup>th</sup> Avenue property and its use to support the administration and community.
- Connections program expansion through higher enrollment.
- Professional learning space for large groups
- Eliminate the cost of renting facilities
- Functionality of the space at the administration center.

Annual maintenance will always be built into the budget as well as improving safety and security.

Questions and comments from Board members:

- Superintendent Bridges reserved comment on a question involving the need for additional mobile units until we take a closer look at the enrollment.
- Looking forward to seeing the copy of the facilities study and how it will guide us going forward.

#### President's Report

#### Board of Education Reports

Donna Wandke noted that she attended the Cultural Diversity Celebration at KJHS earlier this month. Over 400 people participated including high school students, business partners, and other community businesses. She expressed kudos to KJHS for making it such a nice community event.

Kristin Fitzgerald has been working with the IASB on the reintroduction of the mandate resolution that is SB 671. They are producing some great side by side documentation of municipalities and schools and how they are affected by mandates. The deadline to report out is the end of March. IASB can assist in providing information about what mandates cost.

Donna Wandke noted that the NEF Yuks for Youth event will be held on February 28, at NCC in Wentz Hall. Tickets can be purchased on line. NEF provides many programs to benefit the students in D203.

#### Monthly Reports

- Treasurer's Statement – The Board received the December Treasurer's Statement.
- Investments – The Board received the December Investment Report as well

- as an additional Cash and Investment Report.
- The Board received Budget Reports for December.
- The Board received the December Insurance Report.

Action by  
Consent

The following items were presented on the Consent Agenda:

1. Bills and Claims from Warrant #395918 through Warrant #396670 totaling \$17,371,955.94 for the period of January 21, 2015 through February 17, 2015.

2. Adoption of the Personnel Agenda

**Resignation – Administration**

Jacqueline Hammond, June 30, 2015, Ellsworth, Principal

**Appointment – Administration**

Ryan DeBora, July 1, 2015, Maplebrook, Principal

**Retirement – Certified**

Nancy Banach, end of 14-15 school year, District, Adaptive Physical Education

Doris Bender, end of 14-15 school year. Beebe, Kindergarten

Cathy Caneff, end of 14-15 school year, Meadow Glens, 1<sup>st</sup> Grade

Leslie Cirko, end of 14-15 school year, Kingsley, LBS

Linda Cusack, end of 14-15 school year, KJHS, School Counselor

Edward Dlabal, end of 14-15 school year, Kingsley, 4<sup>th</sup> Grade

Nancy Gervel, end of 14-15 school year, Maplebrook, 1<sup>st</sup> Grade

Susan Glancey, end of 14-15 school year, WJHS, Language Arts

Robin Green, end of 14-15 school year, Kingsley, Instrumental Music

Linda Griffin, end of 14-15 school year, Elmwood, LBS

Marie Higgins, end of 14-15 school year, NCHS, FACS

Dorothy Johnwick, end of 14-15 school year, NCHS, LBS

Debra Joseph, end of 14-15 school year, Prairie, 1<sup>st</sup> Grade

Todd Keating, end of 14-15 school year, River Woods, Physical Education

Nancy Kendzora, end of 14-15 school year, Elmwood, 2<sup>nd</sup> Grade

Judith Kernkamp, end of 14-15 school year, Highlands, 3<sup>rd</sup> Grade

Mary Kirby, end of 14-15 school year, Elmwood, 3<sup>rd</sup> Grade

Barbara Kling, end of 14-15 school year, Meadow Glens, 2<sup>nd</sup> Grade

Carol Latina, end of 14-15 school year, River Woods, 2<sup>nd</sup> Grade

Mary Beth Losch, end of 14-15 school year, Mill Street, Reading Specialist

Becky Madawick, end of 14-15 school year, Elmwood, 3<sup>rd</sup> Grade

Cynthia McCabe, end of 14-15 school year, Scott, Gifted

Helen Nash, end of 14-15 school year, KJHS, LBS

Kathryn Oleson, end of 14-15 school year, ARECC, Early Childhood

Terry Ozee, end of 14-15 school year, Scott, 4<sup>th</sup> Grade

Curtis Parry, end of 14-15 school year, NCHS, Vocal Music

Diane Pece, end of 14-15 school year, Steeple Run, 3<sup>rd</sup> Grade

Ellen Rathunde, end of 14-15 school year, KJHS, Art

Keith Reschke, end of 14-15 school year, KJHS, Science

Nancy Rohn, end of 14-15 school year, Beebe, ELL

Catherine Rusnak, end of 14-15 school year, Meadow Glens, Social Worker

Kathleen Russell, end of 14-15 school year, Steeple Run, LBS

Anthony Scarpino, end of 14-15 school year, KJHS, Physical Education

Mary Simkin, end of 14-15 school year, Beebe, LBS

Mary Ellen Splendoria, end of 14-15 school year, Meadow Glens, Reading Specialist

Mary Kay Stoor, end of 14-15 school year, LJHS, School Counselor  
Elizabeth Travelstead, end of 14-15 school year, NNHS, ELL  
Regina Turgeon, end of 14-15 school year, Highlands, 4<sup>th</sup> Grade  
Marcia Van Dyke, end of 14-15 school year, Highlands, LRC Teacher  
John Wallbaum, end of 14-15 school year, NCHS, Mathematics  
Patricia Webster, end of 14-15 school year, Ranch View, Social Worker

**Appointment – Certified (Full Time)**

Joseph McCollum, 1/22/15-6/2/15, NCHS, Mathematics

**Leave Of Absence – Certified**

Christine Kleinwachter, Full Yr 2015/2016, Maplebrook  
Diane Baker, Full Yr 2015/2016, Ranch View, 5<sup>th</sup> Grade  
Kathleen Fitzpatrick, Full Yr 2015/2016, Elmwood, 5<sup>th</sup> Grade  
Sarah Malik, Full Yr 2015/2016, Learning Services, Project Manager  
Jennifer Nelson, Full Yr 2015/2016, Elmwood, Speech Language Pathologist  
Gwendolyn Wells, Full Yr 2015/2016, NCHS, Business

**Retirement – Classified**

Gai Moodie, end of 14-15 school year, Ellsworth, Computer Support Associate

**Resignation – Classified**

Ana Little, March 6, 2015, Steeple Run, Dual Language Assistant

**Employment – Classified**

Joseph Schaberger, February 17, 2015, NCHS, District AV/Media Support Analyst

Mark Storey, February 17, 2015, NNHS, Campus Supervisor

Richard Cortez, February 17, 2015, NNHS, District AV/Media Support Analyst

Christine Straka, February 3, 2015, NNHS, Health Technician

Jenna Ortega, February 6, 2015, NNHS, Special Education Assistant

Thais Veselik, February 4, 2015, Scott, Special Education Assistant

Daniel Barber, February 10, 2015, Transportation, Bus Driver

John Bolsega, January 28, 2015, Transportation, Bus Driver

Gary Johnson, January 28, 2015, Transportation, Bus Driver

Laura King, February 9, 2015, Transportation, Bus Driver

Allan Price, February 17, 2015, Transportation, Bus Driver

**Leave Of Absence – Classified**

Marge Pack, 1/21/15 – 2/10/15, Kingsley, Special Education Assistant

3. Board Meeting Minutes 1/20/15 and 2/2/15.

4. Three Year Employee Benefits Contract

5. Bid: District-wide Asphalt

6. Bid: Roofing (Kingsley, Meadow Glens, Elmwood, NNHS)

7. Bid: Boiler – Beebe

8. Bid: HVAC (Madison, Washington)

Fielden made a motion to approve Bills and Claims from Warrant #395918 through Warrant #396670 totaling \$17,371,955.94 for the period of January 21, 2015 through February 17, 2015 and all other items on the Consent Agenda 1 - 8 as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Fielden, Fitzgerald, Crotty, Wandke, Jaensch, Price and Romberg. No: none. The motion carried.

Superintendent Bridges introduced and congratulated Ryan DeBora who was just appointed the next principal at Maplebrook Elementary School. Ryan has



been in D203 since 2003, most recently serving as Assistant Principal at KJHS. Ryan introduced his wife Megan and thanked the Board for the opportunity to be principal at Maplebrook.

Discussion  
Without Action

Discussion With **Draft 2016 – 2017 School Calendar**  
Action

Kaine Osburn noted that after receiving feedback from multiple sources, the calendar that was version 2 at the last meeting is being recommended for adoption.

**Board Comments:**

It was suggested that the emergency days be highlighted/stressed to remind everyone that the school year is inclusive of the five days until they are not used.

Fitzgerald made a motion to approve the 2016 – 2017 School Calendar as presented. Price 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.

**High School Course Fees**

Bob Ross presented the course fees at the last meeting. He clarified some Board questions from the last meeting.

Price made a motion to approve the High School Course Fees 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.

**General and Optional Fees**

There was no additional information to present.

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

New Business  
Old Business

Upcoming  
Events

Saturday, February 28, 2015, YUKS for Youth, 7:00 p.m. NCC Wentz Hall  
Monday, March 2, 2015, Board of Education Meeting, 7:00 p.m. PSAC  
Monday, March 16, 2015, Board of Education Meeting, 7:00 p.m. PSAC

Adjournment

Crotty made a motion to adjourn the meeting at 8:28 p.m. Price seconded the motion. A unanimous voice vote was taken and the motion carried.

Approved

March 16, 2015

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Jackie Romberg, President  
Board of Education

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Ann N. Bell, Secretary  
Board of Education