

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.  
FEBRUARY 2, 2015 AT 7:00 P.M., CLOSED SESSION 5:45 p.m.

- Call to Order President Jackie Romberg called the meeting to order at 5:45 p.m. Board members present: Kristin Fitzgerald, Donna Wandke, Mike Jaensch, Suzyn Price, Terry Fielden, Jackie Romberg and Susan Crotty.
- Administrator present was: Dan Bridges, Superintendent  
Present at 6:27 p.m.:  
Kaine Osburn, Deputy Superintendent; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer; Bob Ross, Assistant Superintendent for Secondary Education.
- Wandke moved, seconded by Crotty to go into Closed Session at 5:45 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(2).
  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. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
- Meeting Opening Crotty made a motion, seconded by Wandke to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Crotty, Jaensch, Fitzgerald, Fielden, Price, Romberg and Wandke. No: None. The motion carried unanimously.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Kristin Fitzgerald, Susan Crotty, Donna Wandke, Mike Jaensch, Suzyn Price, Jackie Romberg and Terry Fielden.
- Administrators present: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Jennifer Hester, Chief Academic Officer; Michelle Fregoso, Director of Communications; 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.
- Student Ambassadors Absent:  
Bryce Dunlap, NNHS  
Kyle Hafkey, NCHS

Pledge of Allegiance	Board members lead the Pledge of Allegiance.
Good News Recognition	Superintendent Bridges thanked Steve Mathis and the Buildings and Grounds Department for all their work to get the buildings ready for school Tuesday. Additionally, he thanked the City of Naperville for all the communication and help making the decision to close school today.
Public Comment	None
Superintendent Staff/School Report	<p><b>School Improvement Plan Report – Meadow Glens Elementary School</b></p> <p>Superintendent Bridges introduced Katy Lynch, Principal, Beth Kanne, Assistant Principal and Deb Mitchler, Learning Support Coach of Meadow Glens Elementary School. He indicated that their presentation is part of the Administration’s ongoing commitment to keep the Board informed. Mrs. Lynch indicated that the school improvement team began working last summer to synchronize their SIP plan with the District’s Strategic Blueprint and align the goals. They are working on three goals; one new and two continued from last year. She reviewed each goal and noted that they are interconnected to implement student improvement through the use of data, collaboration and differentiation. They showed a video that demonstrated how differentiation is working in the classrooms. Teachers are embracing changes to maximize learning opportunities for all students.</p> <p>Board comments and questions:</p> <ul style="list-style-type: none"> <li>• Request for more information about the differentiation video. <ul style="list-style-type: none"> <li>○ Reading specialist, classroom assistant and classroom teacher are teaching in small groups. Checks are made on a regular basis to be sure students are placed in the proper group to maximize their learning.</li> </ul> </li> <li>• How does the data compare to last year? <ul style="list-style-type: none"> <li>○ It is difficult to compare since the expectations have increased this year so they are measuring something completely different. Need to wait another year to be able to compare the same expectations.</li> <li>○ Interventions are for all students, not just the ones that are not meeting expectations.</li> </ul> </li> <li>• How does differentiation in the classroom get communicated to parents? <ul style="list-style-type: none"> <li>○ Principal newsletters, classroom teacher newsletters, curriculum nights, any time parents are in the building, information is shared.</li> </ul> </li> <li>• To get communication and collaboration, everyone has to be on board; how is that done? <ul style="list-style-type: none"> <li>○ Building trust and communication with the “superstars” in the building so they own the school improvement plan and the students’ progress. They are empowered to be leaders among their peers and work with other staff to spread the word.</li> </ul> </li> <li>• 4<sup>th</sup> Grade has a new writing curriculum and rubric to work with since the implementation of the standards of the new common core. Students</li> </ul>

are informed about the expectations and how they will be able to meet them.

- Questions about how the role of the instructional assistant has changed over the last few years.
  - They are partners in learning and part of the planning process to decide next steps and structure interventions for each child.
  - Instructional Assistants work with all students supporting instruction all day; Students who are above grade level, average and below.
- How is it working in 3<sup>rd</sup> – 5<sup>th</sup> grade?
  - Instructional Assistants respond to students needs no matter what the grade level. Extra support for 3<sup>rd</sup> graders is the primary focus, but they also help work with 4<sup>th</sup> and 5<sup>th</sup> graders who need help.

### **Elementary Instructional Support Update**

Jen Hester, Kitty Ryan and Jayne Willard updated the Board on the new level of support approved by the Board last spring. The goal is to provide all students access to the rigorous core curriculum using the same guiding principles and common design features across all schools. Teachers attended professional development last summer to become familiar with the guiding principles and focus on best practices aligned to the new curriculum. Support is provided for students who are struggling as well as those who exceed. Each school uses the model in flexible ways to support the students in their own building. During PLC time (Professional Learning Communities) teams of teachers collaborate and have conversations to make instructional decisions to provide support for all students. Successes were discussed using examples of PLC time at Naper Elementary. Instructional Assistants are able to work with small groups of children to support literacy, math and other core areas allowing flexibility to respond to the different building cultures and priorities. Opportunities were also discussed. Students need to experience disequilibrium and learn to balance priorities. Additionally, students need to have the opportunity to be independent.

Board comments and questions:

- Are we supporting students as we expected?
  - Multiple people are coming together to support students at all levels.
  - Assessments have been administered and data is becoming available. In May, an overview of the scores of local assessments will be presented.
  - Teams of teachers are using data to plan instruction.
- Is there anyone worse off with all the changes?
  - We are making every attempt to catch every child with the new structure – it is our hope that there is never a child worse off.
- How do we incorporate the importance of the teacher assessment?
  - Teachers' knowledge of the students is the most valuable

assessment of them all. Data being collected includes more than just numbers.

- What can we do to ensure that instructional assistants have time to cover 3<sup>rd</sup> – 5<sup>th</sup> grade adequately?
  - In 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> grades we have multiple other teachers that can come in and provide support for students. Differentiation in the classrooms is helping by employing different models to help kids become self-directed. We are transforming the learning environments that we have.
- We are moving to the point where each student has his/her own IEP. Individual students are growing at their own rate.
- How are teachers adopting to all these changes?
  - Teachers have risen to the occasion and are doing a fantastic job. They are life-long learners.

### **Five Year Financial Forecast Update**

Brad Cauffman noted that in January, the Bureau of Labor Statistics announced the December 2014 Consumer Price Index for Urban (CPI-U) had increased only 0.8% from the prior year. This was 0.9% lower than had been projected in the FPP. The new base model was updated to reflect the actual lower CPI-U. The CPI-U is the revenue assumption with the largest impact on the District's overall revenue projections. During the discussion at the Citizen Finance Advisors committee meeting held in late January, it was recommended that the estimated increase in the CPI-U for December 2015 and 2016 should be reduced to 1.5% and 1.7% respectfully to reflect the current slowing economic recovery. Based on the new numbers, Budget Scenario 6 was formulated to become the new base model. It takes into consideration that enrollment is projected to decline and we have many teachers who are eligible to take early retirement. Once the CPI-U for December 2015 is determined, it will not impact the District until fiscal year 2017, which gives the District planning time.

President's  
Report  
Board of  
Education  
Reports

Action by  
Consent

The following items were presented on the Consent Agenda:

#### **1. Adoption of Personnel Report**

##### **Leave Of Absence – Certified**

Kristine Campbell, 8/17 – 12/22/15, JJHS, Academic Support

Kathryn Trowbridge, 60% LOA 2015/2016, NNHS, Communication Arts

##### **Termination – Classified**

Dylan O'Connor, January 27, 2015, MJHS, Custodian

Samuel Guerrero, January 26, 2015, NNHS, Custodian

Joseph Kaye, January 9, 2015, Transportation, Bus Driver

##### **Resignation – Classified**

Barbara Neal, January 23, 2015, Connections, Special Education Assistant

Laura Moran, January 30, 2015, Meadow Glens, Special Education Assistant  
Kelly Ricci, February 6, 2015, MJHS, Special Education Assistant  
Julia Favela, January 30, 2015, NNHS, Health Technician  
Guadalupe Luviano, February 6, 2015, Transportation, Bus Driver

**Reassignment – Classified**

Janine Dale, January 26, 2015, Transportation, Bus Driver

**Employment – Classified**

John Bugg, February 2, 2015, Connections, Special Education Assistant  
Tiffany Morris, February 17, 2015, Connections, Special Education Assistant  
Victoria Tsaliangos, February 9, 2015, Connections, Special Education Assistant  
Keaton Billings, January 26, 2015, KJHS, Custodian

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

Discussion  
Without Action

**Draft 2016 – 2017 School Calendar**

Kaine Osburn noted that he is seeking feedback from different groups – including Home and School this week. Calendar information is on the website and in the newspaper. He will compile the feedback and discuss it with Cabinet. A recommendation will be brought for the February 17 Board meeting.

**Board Comments:**

- Concern about the week of February 20 – between being closed Monday for President’s Day and then closed Thursday and Friday for Institute Day and Parent Teacher Conferences, it seems like a perfect week for families to take a vacation.
  - Mr. Osburn will look into it to see if the days can be shifted to break it up a little.

**High School Course Fees**

Mr. Ross noted that annually the Board sets course fees. This year approval is a month earlier than usual so it aligns with the approval of General and Optional School Fees. He indicated that the proposed changes are in bold and italics. There are some increases and some decreases, mostly in workbooks. We have been working toward alignment between the high schools, however, there are a few differences due to the selection of support materials.

**Board Questions and Concerns:**

- Why is the cost so high for AP Government?
  - Bob Ross will get back with an answer.
- Some of the fees are quite high and it can become a significant financial burden for families.
- Have we investigated any alternatives?
  - Bob Ross noted that we carefully consider each fee to be sure it is as low as possible.
  - Superintendent Bridges noted the Strategic Blueprint calls for an examination of all fees to try to simplify them.

- We should communicate better to parents that in addition to the registration fee, there will be an additional fee for students to take the AP exam.

### **General and Optional Fees**

Brad Cauffman noted that there are no across the board changes. Fees have been expanded to include a few clubs that have been operating for some time without charging any fees to the students.

Board Questions and Concerns:

- Bus fees are over and above the cost of the activity.
- Questions about the rationale/justification for the addition of clubs.
  - If they have a state event that the District has been paying for.
- Ann Reid fee is a monthly fee – the remainder are annual.
- How do we compare to other districts with the fees?
  - Fees vary tremendously across districts.
  - Generally we are lower than surrounding benchmark districts.
  - Difficult to compare because every districts fees are structured differently.

Discussion With

Action

New Business

Old Business

Upcoming

Events

- Exemplary Business Partnership Breakfast, February 10, 2015, 7:30 a.m., Meson Sabika
- Board of Education Meeting, Tuesday, February 17, 2015, 7:00 p.m., PSAC
- Yuks for Youth, Saturday, February 28, 2015, 7:00 p.m. NCC, Wentz Hall

Adjournment

Crotty made a motion to adjourn the meeting at 8:57 p.m. Wandke 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