

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 5, 2018 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

Call to Order President Kristin Fitzgerald called the meeting to order at 5:30 p.m. Board members present: Kristin Fitzgerald, Paul Leong, Donna Wandke, Janet Yang Rohr, and Kristine Gericke. Charles Cush at 5:35 p.m., Terry Fielden at 5:44 p.m.

Administrators present were: Dan Bridges, Superintendent; Bob Ross, Chief Operating Officer; Nancy Voise, Assistant Superintendent for Secondary Education (enter 6:00 p.m.), Marcy Boyan, Chief Financial Officer (exit 6:00 p.m.). Also present from 5:30 – 6:00 p.m. were Brian Hextell and Fenil Patel, from PMA.

Wandke moved, seconded by Leong to go into Closed Session at 5:30 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. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
3. The sale or purchase of securities, investments, or investment contracts 5 ILCS 120/2(c)(7).
4. Collective negotiating matters between the public body and its employees or their representatives 5 ILCS 120/2(c)(2).
5. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal 5 ILCS 120/2(c)(11).

Meeting Opening Wandke made a motion, seconded by Cush to return to Open Session at 7:07 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Fielden, Wandke, Leong, Yang Rohr, Cush and Gericke. No: None. The motion carried.

Meeting Opening Welcome and Mission

Roll Call Board Members present were: Kristin Fitzgerald, Janet Yang Rohr, Paul Leong, Terry Fielden, Donna Wandke, Charles Cush and Kristine Gericke.

Student Ambassadors Absent:
Vanessa Eklou, NCHS
Preston Chao, NNHS

Administrators present: Dan Bridges, Superintendent; Bob Ross, Chief Operating Officer; Chuck Freundt, Assistant Superintendent for Elementary Education; Nancy Voise, Assistant Superintendent for Secondary Education; Jen Hester, Chief Academic Officer; Christine Igoe, Assistant Superintendent for Student Services; Roger Brunelle, Chief Information Officer; Patrick Noltén, Assistant Superintendent for Assessment and Analytics; Marcy Boyan, Chief Financial Officer; Michelle Fregoso, Director of Communications.

Pledge of
Allegiance
Good News

Board members led the Pledge of Allegiance.

Superintendent Bridges complimented Dr. Christine Igoe and Lisa Xagas on the Social Emotional presentation they gave at the LUDA Conference. The information was well received.

We are in the middle of a snow storm so if any kids are watching, yes, we will have school tomorrow. Crews will have plenty of time to clear the streets and parking lots.

Public Comment

None

Action by
Consent

The following items were presented on the Consent Agenda:

1. Adoption of the Personnel Report

Appointment – Certified (Part-Time)

Kelly Hess, 1/22/18-5/25/18, Elmwood, Art (24%)

Leave Of Absence – Certified

Bridget Ortmann, 8/13/18 – 12/21/18, Scott, Student Services Coordinator

Extend Leave Of Absence – Certified

Marie Bollinger, 2018-19 School year, Kingsley, Second Grade

Termination – Classified

Allison Kamienski, 1/11/18, Transportation, Bus Driver

Resignation – Classified

Michelle Fortney, 2/8/18, NCHS, Computer Support Associate

Rosa Garcia, 1/25/18, ARECC, Custodian

Elizabeth Hoelle, 2/8/18, Transportation, Bus Driver

Thomas Karkhoff, 1/29/18, Transportation, Bus Driver

Employment – Classified

Samantha Samuel-Ogunsanya, 2/5/18, Connections, Special Ed. Asst.

2. Student Discipline as Discussed in Closed Session.

Fielden made a motion to approve the Consent Agenda as presented. Cush seconded the motion. A roll call vote was taken. Those voting yes: Gericke, Leong, Fitzgerald, Fielden, Cush and Yang Rohr. No: Wandke. The motion carried.

Communications
Superintendent
Staff/School
Report

School Improvement Plan – Naperville North High School

Stephanie Posey shared her school improvement plan. Each member of the School Improvement Team brings their own unique perspective on improving student outcomes in the short and long term. Their four goals, two data goals, and two social emotional goals closely align with the District's Strategic Blueprint. Frequently throughout the school year, the SIP team meets to evaluate how successful they have been at achieving their goals. The team will use the same focused process as we transition from Rising Star indicators to a District 203 template for school improvement. Students are supported in a multitude of ways. A Panorama survey will be administered to students to collect data on the perceived climate of the school that will guide revisions of the SEL support systems if and where needed. Staff members are committed to

providing rigorous, relevant instruction while developing authentic supportive relationships with students. Additionally, quality education is a partnership with family, and community to support each student. The literacy goal was to infuse literacy skills and strategies across all content areas, increasing proficiency and supporting growth for all students. Staff members took part in content specific professional development for literacy that was differentiated to meet the needs of all teachers. They expressed their enthusiasm for the literacy initiative. NNHS students historically do very well on standardized tests that are required by the State. They outscore the state average in every subgroup, but there is still work to be done to provide support for those students who do not meet or exceed on standardized tests. The SIP team researches and develops strategies that will have the power to increase student achievement. The renovations that have taken place at NNHS; the incubator collaboration lab and the Learning Commons renovations with less traditional, flexible seating have created learning spaces that encourage creativity, collaboration and socialization. The Learning Commons has become the hub and highlight of the NNHS school community. This school year the focus is on using data to drive decision making about curriculum and its delivery to students. Professional Learning Communities have impacted and enhanced the collaboration among staff focusing on learning standards and increasing student achievement. All departments have embraced the PLCs and the conversations are rich and focused. To achieve their SEL goals, staff will soon begin to learn about how a multi-tiered system of support will target specific academic and behavior skills for student extension and intervention and how they can be achieved both in and out of the classroom. We shared the SEL standards and mental health resources with families providing a consistent shared message. Additionally, a weekly update is sent to all families. Students with potential growth have been placed in AP courses for the first time. The students are supported with additional resources to help them succeed. In the AP cohort, students writing skills have improved; they continue to take ownership of their own education. They are being assisted and supported as they begin the college application process. In closing, Mrs. Posey emphasized how important the school improvement process is at NNHS and how the work will continue into next year. She thanked the Board and the District for their continued support and showed a picture of the renovation that occurred on the entrance to NNHS. North stands out among local high schools.

Board Questions/ Comments:

- Mentioned the goal of 580 to 630 on the SAT. Where does that put our students in the percentiles?
 - 75th and 86th percentile.
- What does differentiation on SEL look like in practice?
 - We look at what courses are taught in sequence. Even though they repeat skills, learning gets deeper and more student led.
- What does a student do to demonstrate that deeper learning?
 - As an example – academic circles, they participate in the circle discussion and the students in the outside circle analyze the discussion of the inner circle. By the end of high school, students are able to facilitate them on their own.

- All four goals are very deep and large to tackle.
- Can you explain Goal 3?
 - Panorama surveys help us build a survey that gets at climate and culture, positive relationships and school safety.
 - Students will take a baseline at the end of the school year to see where they are. They will take it at the end of the second year following the implementation of new guidance curriculum.
- Are the Panorama surveys targeted at 100% of the students?
 - Yes.
- Will you be adjusting the supports based on the survey feedback?
 - Yes, we are really listening to their perspective.
- How do you see PLCs in your building – what point are they at?
 - That depends on the department.
 - Teachers have really embraced the process.
 - Administrators sit in on PLCs - There is depth in their conversations.
 - Most teams are refining their essential standards and many are identifying students for intervention.
- Can you offer more information on the transition program for the gap students?
 - The program is called Bridging the Gap between junior high and high school.
 - Students who seem like they might struggle with transition are identified early.
 - They visit the high school and they are teamed up with a high school student – maybe someone with similar interests.
 - Mentorship continues into the fall so they have a go to person that they are comfortable with.
 - There are about 52 students in this network of support.

Evidence-Based Funding Model

At the LUDA Conference last week in Springfield, Superintendent Bridges listened to State Superintendent Tony Smith speak regarding The Evidence Based Funding Model that is being considered. He gave a high level overview of the plan, indicating that they are working on cleaning up some language and running multiple models.

The core principals are:

- Recognizes individual student needs.
- Accounts for differences in local resources.
- Closes Funding gaps.
- Stable, sustainable system.

The highlights are:

- Tied to evidence-based practices.
- Treats districts individually.
- New dollars go to the neediest districts first.
- Ends Block Grants.
- No district loses money.

He reviewed the formula for funding and indicated that no district receives less funding than they did in 2017. Districts are grouped by tiers according to their

adequacy level. Districts farthest away from their adequacy level are in Tier 1 and would receive the most funding. We are in Tier 4 since we are above our adequacy level so we would receive little or no new State funding. For now we will continue to learn as much as possible about the models and monitor closely what is happening in Springfield.

Board Questions/Comments:

- Since we are in Tier 4, if the funding level is not adequate, new funds will not be appropriated.
- Did they elaborate on where new funding might be coming from?
 - Not specifically.
- Where does capitol fall in the slide about costs?
 - Possibly under additional investments - we will confirm that.
 - The Administration will continue to update the Board as we learn more from the State.
- The Budget does not have to be approved until September. Are you suggesting that we change our practice?
 - No, we are not.

Five Year Financial Forecast/Citizen Finance Advisor Report

Superintendent Bridges introduced Marcy Boyan who gave an update on the financial forecast. Mrs. Boyan indicated that the Citizen's Financial Advisory Committee met on January 23 to discuss revenue assumptions. She reiterated that the District strives for a balance budget with revenue covering expenses in a given year. We anticipate the continuation of declining tax rates and tax payers can expect to see the benefits of the abatement of our bond payments. The latest revenue assumptions she presented included the consumer price index update of 2.1% that will affect our 2018 tax levy. The Citizen's Financial Advisory Committee recommended deferring a two year property tax freeze and pension cost shift predictions from previous discussions. Mrs. Boyan will monitor both scenarios and update projections if necessary. The next portion of the presentation showed scenarios to compare if the Board chose to take further reduction of the tax extension. Scenarios included -\$1M, -\$2M, -\$3M, and -\$4M reductions to the extension. Additional revenue, local, state and federal is expected to remain stable. Expenses built into the projections include: salary, benefits, services, supplies and tuition with the current assumption of no educational program changes or enhancements. Future debt service abatement is built in to the projections as well. Mrs. Boyan indicated future factors that could affect the District financially. These include possible property tax freeze mandate, pension cost shift, state funding, and the unknown aspects of negotiating two collective bargaining agreements. She recapped the Citizen's Financial Advisory Committee recommendation supporting current and future debt service abatement, demonstrate concern for tax payers, be cautious of future legislative factors that may impact the district and to be mindful that future educational program enhancements have not been built into any projections at this time.

Superintendent Bridges requested the Board's feedback and questions on the scenarios and asked if there was any additional information the Board would like to help make the decision.

She was asked to create new projections that included a two year property tax freeze for levy years 2018 and 2019, along with the reduction scenarios presented this evening.

Board Questions/Comments:

- Committee feedback comes from a cross section of community. There are voices that support our spending on programs and voices that showed concern that affects the community in general. They expressed a desire for us to show good will and be mindful of our spending.
- We are one of the very few districts that abate. It was received very positively.
- Some people suggested that we not take the full levy.
- The Committee saw all the information that the Board saw.
- They did not lean one way or another. They deferred to the Board.
- Can you speak to Policy 4.40?
 - The goal is to make sure we have enough cash reserves available and that we use money to invest in long term funds.
- There is a line above and below the reserve and does not include the reserve.
 - Yes that is correct.
- The history of the policy is to maintain the AAA bond rating.
 - In the past the committee has supported having a policy like that.
 - At a future meeting the Board could talk about changing the policy.
- The Finance committee saw all the different scenarios and debated, but did not lean one way or the other on the amount or was it to abate?
 - One member thought we should levy the full amount. Look at educational program needs.
 - One member concerned about the implications of new tax law – we should possibly completely abate.
 - Majority felt that this is a time that maybe you could do something but we will leave it up to the Board.
- Primary concern was the pension cost shift – general feeling is that it will come back to us ultimately.
- We don't know what the State is going to do with the new funding formula.
- Committee feedback - Take a hard look at the options and voice to the community what is best.
- Bond abatements have been noticed. We have shown good will. We have mechanisms to assure the community that we are spending carefully.
- The Board has always been proactive in managing the budget – that is why we were able to pay off bonds and able to do abatements and we need to continue to be very thoughtful.
- They discussed a property tax freeze/full abatement. What would that abatement look like?
 - That was never really looked at as an option.
- Compounding impact of the CPI scenarios with abatements and amount lost over the years, we need to realize that it is still a tax increase to the community.
- It is different for us to be looking at an additional abatement beyond the

debt service levy.

- It is great it is that we have just been able to pay off the bonds.
- Calculation brings to mind our potential legislation about abatements and the permanency of abatements.
- Unless our legislation passes we would not be able to change the recapturing of abatement dollars due to the abatement of a particular year.
- Any decision we make on our levy rate this year is likely to stand.
- Wants to see a scenario of if we have a property tax freeze, we would be held to the same rate as we make this year. A particular abatement level with a property tax freeze.
- We want to be in a position to account for program changes that we might want to make, account for legislative actions that could occur but also look at the fact that abating currently would make a difference in our reserve level.
- There is a middle ground where we could make some abatement and lower our levy going forward even acknowledging that we could not recapture the rate.
 - Mrs. Boyan will run multiple scenarios for 1, 2, 3, and 4 Million dollar abatement with property tax freeze.
- Another thing to consider that our buildings are aging and will need maintenance – districts fall short in not planning for it – we have the opportunity to do that now to set aside money for capital improvement.
- Interior renovation is the most capital improvement we have seen lately.
- One of the things that would be helpful would be what future expenditures do we contemplate?
 - We will bring back capital improvement information so we can project some kinds of costs.
- Our current capital expenditure plan is included in this.
- We need to be really smart when we spend money and we are reducing when we can.
- Yes we have a compounding loss but also a long term gain.
- When we are looking at scenarios of bar charts of revenue and expenditure the long term investments are in there too correct? Yes.
- Make sure the timing allows for additional debt service levy abatement.

There will be two more meetings without action.

February 20 - additional information and discussion;

March 5 - recommendation and discussion;

March 19 - take action.

President's
Report

Board President Fitzgerald indicated that we continue to work on drafting the legislation. We will have legislation that would recapture the rate only. Any abatement of actual tax dollars in a particular levy year would be permanent. It will be broad without parameters about what you are going back for, but allow a three year window. She will send out the language as soon as she gets it.

Board of
Education

General and Optional Fees

Superintendent Bridges indicated that annually, the Board must approve all school fees. Marcy Boyan explained the proposed changes. They include:

- The increase in price for the Heart Monitor Strap from \$13.00 to \$14.40 to pass on the cost increase.
- The addition of a \$20.00 participation fee for Chorus (grades 6 – 8) that would cover literature, supplies and resources such as clinicians, guest conductors and accompanists for performances.

We will be asking for action on February 20.

Board Questions/Comments:

- Have we looked at the demographics of the students impacted by the Chorus fee?
 - We do have fee waivers for families that need it.

High School Course Fees

Superintendent Bridges noted that annually the Board approves high school course fees. Nancy Voise indicated that the proposed changes are due to the cost of printing, materials, and workbook and text selections resulting in some increases and some decreases.

The fees at both high schools are more consistent than they ever have been.

There are only two courses that are not aligned because NCHS has a specific project and NNHS uses NCTV for a course.

We will be asking for action on February 20.

Board Questions/Comments: None

Career 203 Update

Gina Herrmann provided an update of the performance of Career 203 and presented a proposed change to the 2018 – 2019 Career 203 Professional Growth Guide. She indicated that Career 203 is the District's professional growth model created to reward educators for participation in relevant and rigorous educational opportunities that fulfill the evolving needs of the District's students. The professional growth opportunities align with the Strategic Blueprint. Each brick on the Career 203 model is compensated by points or one-time payments. Points are used to achieve lane advancement on the negotiated salary schedule. Educators who have maximized their lane advancement can earn a \$1500 one-time payment upon the accrual of 120 points. Participation in Career 203 remains high with strong teamwork between the District and Building personnel to have an immediate and direct impact on the educator's role to enhance student learning and growth. The Career 203 Assessment Committee met in January to review the performance of the program and determine any proposed changes, of which there is one. The recommendation is to increase the compensation of the Lead Mentor Brick from \$1250 to \$1500 upon completion of the Brick. The Lead mentors plan and facilitate growth and learning opportunities for mentors and mentees. There would be two additional requirements: Facilitation of mentor cohorts and monthly communication to new educators. These changes would help streamline the implementation of the District's new educator system of

support.

Board Questions/Comments:

- Are we experiencing a shortage of lead mentors is that why we are bumping up the fee?
 - No, there are only two in the District but we are adding requirements to their role.

We will be asking for action on February 20, 2018.

Naperville Park District IGA

Bob Ross indicated that an intergovernmental agreement was entered into back in 1991 between the District and the Naperville Park District concerning auditorium construction and usage at both high schools and little theatre. The Park District paid for the construction of a Community Room at NCHS. The room has been used almost exclusively by the Park District. The Park District would like to amend the agreement to allow them to pay for remodeling of the space to improve it and also to extend the term of the agreement for twenty years. The proposed changes will have no negative impact on the District and the amendment has been reviewed by the District counsel.

Board Questions/Comments:

- Is the room self-contained with bathroom facilities, or do students have to go into the building?
- The agreement is old and does not have a strong provision for who comes into the building – we need to control access if they do have to leave the room.
 - We will find out and get back to you.
- Is the room used throughout the school day?
 - Yes.
- Can we get an idea of the kinds of things the room is being used for?
 - There is an open area floor for dance – one wall is mirrored – there is a beam.
 - We will find out more about the programming.
 - Unlimited access is just for that room not the auditoriums.
- Are there two rooms?
 - We will have more information Feb 20.
 - We will be asking for action on February 20.

Discussion With
Action
Old Business
New Business
Upcoming
Events

- Exemplary Business Partnership Breakfast February 8.
- Board of Education Meeting Tuesday, February 20.
- District Art Show February 28.
- Board of Education Meeting March 5.

Adjournment

Cush made a motion to return to Closed Session at 9:02 p.m. for the purpose of Collective negotiating matters between the public body and its employees or their representatives 5 ILCS 120/2(c)(2). Gericke seconded the motion. A roll call vote was taken. Those voting yes: Gericke, Yang Rohr, Leong,

Cush, Fitzgerald, Fielden, and Wandke. The motion Carried.

Wandke made a motion to end the Closed Session at 10:00 p.m. Gericke seconded the motion. A unanimous voice vote was taken and the motion carried.

Wandke made a motion to adjourn the meeting at 10:00 p.m. Cush seconded the motion. A unanimous voice vote was taken and the motion carried.

Approved

February 20, 2018

Kristin Fitzgerald, President
Board of Education

Ann N. Bell, Secretary
Board of Education