

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.  
JANUARY 25, 2016, 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, 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 Price moved, seconded by Wandke 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). 12/20/15, 1/11/16.
  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. The setting of a price for sale or lease of property owned by the District 5 ILCS 120/2(c)(6).
  6. Collective negotiating matters between the District and its employees or their representatives 5 ILCS 120/2(c)(2).
- Meeting Opening Crotty moved seconded by Fitzgerald to return to Open Session at 7:06 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  
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

Erin Marker, Principal of Kingsley Elementary introduced the following students who led the Pledge of Allegiance: Brady Shultz, Hudson Warnes, Caitlyn Vos, and Francois Szots.

Recognition

Board President Fielden suggested that, with no objections from Board Members, the students present their Connections Micro-Business Presentation at this time. There were no objections.

### **Connections Micro-Business Presentation**

Staff members Maura Anderson, Melissa Beckman, and Joe Cantu accompanied students Thomas Kouros, Courvosier Roberson, Guy LaCalamita, Jasmin Sanchez, and Jonathan Durfor who gave a report on MicroConnections. MicroConnections offers creative work opportunities for students in the Connections program that uphold their individual dignity while furthering transferable job skills. Through Connections Cares, they have created the Bloom Room where flowers that are donated by Trader Joe's are recycled and created into beautiful arrangements to be delivered to business partners. Additionally, they are making and donating fleece blankets to those in need. The students are in charge of their own marketing and sales. They have their own Twitter account, Staying Connected Blog, Talk203 and fliers. Their one-year milestone is that the products are created and ready for sale. The five-year projection is that they would be self-funded and potentially selling their items downtown Naperville.

Questions from the Board:

- Where can the products be purchased?
  - During the day at the Connections building during school hours, eventually, on a website as well.

Superintendent Bridges surprised the students by awarding them the monthly Mission Maker Award for living the Mission Statement. They received certificates and t-shirts as recognition of their work.

### **Good News**

Superintendent Bridges noted that he had the honor of representing the Board and the District at the Chamber of Commerce Luncheon where he received recognition for the District's 50<sup>th</sup> year of membership with the Chamber.

### **National Board Certified Teachers**

Superintendent Bridges offered congratulations to the 2016 National Board Certified Teachers. National Board Certification, by the National Board for Professional Teaching Standards, is one of the most prestigious credentials a teacher can earn. Those who achieve the status of National Board Certified Teacher have met rigorous standards through intensive study, expert evaluation, self-assessment and peer review. To date, about 80 teachers, who are currently employed by District 203, have earned National Board Certification; they join 82,000 teachers throughout the country who have achieved this mark of excellence.

The leaders of the cohort for mentoring are: Ann Schinske, David Carroll, and Cathy Kaduk  
 Superintendent Bridges awarded certificates and pins to the following three new National Board Certified Teachers: Damary Cortes, Kathleen Krenek, Amy Topmiller.

Additionally, he extended congratulations and certificates to the following teachers who earned their National Board Certification renewal: Kathleen Burns, David Carroll, Megan Fitzpatrick, Brian Horner, Brian Johnson, Katherine Papagiannis, Lisa Wisinski.

Public Comment    None

Communications    **Student Ambassador Reports**

Student Ambassador Reports    Abby Rader, NNHS reported:  
 Updates

- Last week the Show Choirs went to Iowa and swept the competition.
- The NNHS Boys Basketball Team trumped Central in the Crosstown basketball game.
- The Speech Team had three tournament finalists.
- NNHS hosted One Acts which are one act plays created by and performed by students.
- The Dance team came in second in sectionals and they are headed to State.
- Last weekend NNHS hosted the DVC cheerleading competition.
- Tomorrow night NNHS is hosting a Special Olympics Basketball game. All money will be donated to Little Friends.
- Wednesday 8<sup>th</sup> Grade parent night.
- 2/4 is the annual Blood drive. In order to get more participation, they have opened it up to community members who have students attending NNHS.
- Concern raised: Google hangouts is down at home – shows that students do use it; technology has become very important to the students.

Kevin Angell, NCHS, reported:

- Eight people were inducted into the NCHS Hall of Fame last Friday.
- Mr. NCHS is February 10, 7:00 p.m. For winter dance.
- Illinois Music Education Association February 27 – 30 Band orchestra and choral are competing
- Linkcrew, mentoring program is recruiting students.
- Yearbook photos being taken of all clubs to be in the yearbook.
- SAT scores have been released, students have access to them.
- Summer school registration started.
- NCHS robotics team won 2<sup>nd</sup> at regionals and heading to State.
- Google hangouts down too

Written Communications    **Freedom of Information Requests:**

- Haggerty request for employee information.

- Williamson, Interflex Bidadvantage request for food service information.
- Cobb, One Chance Illinois, request for gifted information.
- Wernick, Construction & General Laborers District Council of Chicago and Vicinity request for contractor information.

Superintendent  
Staff/School  
Reports

### **DLI Update – Phase II Plans**

Roger Brunelle and Jen Hester provided an update on year one of the Digital Learning Initiative, with the goal of sharing some relevant accomplishments, reviewing the metrics used to measure the implementation and provide key information about next year’s plan to continue to expand. They thanked program managers Joe Jaruseski and Jill Hlavacek for running the project. They summarized the work that has been done to date including professional learning to prepare the teachers for implementation and introduction of digital learning methods. Additionally, Chromebooks were distributed to all high school students and they have become an integral part of instruction. They have begun planning for the collection of the Chromebooks from seniors at the end of the year.

At the junior high level teaching and learning expectations were developed and implemented and professional learning took place for those teachers included in the expansion of the program. Similar accomplishments took place at the elementary level for those participating in the pilot.

The 2015 – 2016 implementation expectations were reviewed. The tools being used to gather data were explained. Pre and post administration of a self-assessment on the ISTE standards is being used to collect data on implementation for students. Expectations for teachers are being measured with an observational tool. The majority of the data collection will take place in March 2016. Summary reports will be provided to the Board in June.

Professional learning has been provided for all teachers and administrators. Feedback has been collected and used to shape additional professional learning. 24 teachers at the high school level are serving as Digital Learning Leadership Coaches. They attended additional training from DELL and became GAFE certified. They provide job embedded support for their colleagues.

Plans for 2016 – 2017 school year were shared. At the high school level, we will move onto more rigorous expectations to achieve deeper implementation of the ISTE standards. Students learning will be more personalized giving them more choice and control over what, where, when and how they learn. We will distribute Chromebooks to incoming 9<sup>th</sup> graders through the registration process like last year.

At the Junior High level we will implement Google Apps for Education with the Chromebook device in a one to one environment. Teaching and learning expectations and professional learning will mirror what has taken place at the high school level this first year of implementation. Junior high teachers will be encouraged to access Google Apps for Education through their current laptop since they need their laptops to access other District applications. The junior high technology fee will be increased from \$29.00 to \$50.00 per

student.

At the Elementary level the first goal is to have the devices for grades 3 – 5 identified and approved before the school year begins. A recommendation will be made when the DLI update is given in June. We will expand implementation next year using the same plan used at the junior high this year. In spring of 2017 professional learning at the elementary level will begin. A financial summary was provided to the Board. This year, before adjustments are made for the increased technology fee at the high school, we anticipate coming in approximately \$200 K under the original budget. The projected costs that were shared in May have been updated based on our first years' experience. The cumulative impact of the increased student fees shows an offset.

#### Questions/Comments from Board Members:

- This is a huge project that has come off without any drama, very amazed at how much people have done.
- Where did the staff refresh go?
  - It was backed out of the budget because it is really not part of this project; it is part of the ongoing IT operational budget.
- If it is not necessary to issue Chromebooks to teachers at the junior high level, will teachers still keep them at the high school level?
  - They will have the option to keep them. Only a few were turned in when asked if they did not want them.
- Does Google track the educational products?
  - We have been assured that they do not mine the data put in Google by students.
  - We do not house any data outside the educational suite.
- Is there anything like GAFE certification for students so they could help each other?
  - There are costs associated with becoming certified and there might be age restrictions too.
- What about a junior high student run help desk?
  - We are considering what the right model might be for us.
  - In the Lit Center at NNHS there is a student run help specialist.
  - National Honors Society students help out a couple days a week at NCHS.
- Appreciate the effort to keep the initiative under budget.
- Can students purchase the Chromebooks?
  - Our devices are leased, so they are not for sale.
  - Possibly later in the system we might look at something like this.
  - We do not plan to recommend raising the fees any higher than the 50 for the next 3 years.
- Will this system become paperless?
  - We have not made this a priority, we are using a learning management system, but not necessarily paperless.
- The recent Focus 203 was an excellent forum on digital citizenship. What are the students doing in that regard?
  - We have been pleasantly surprised that this has created a much bigger opportunity for them to learn about digital citizenship.

- Opportunities for real time learning come up and are addressed right away. There have been very few teachable moments.
- Are you collecting any formal data?
  - Not yet, students will rate themselves starting in March.
  - We are learning as we grow.
- Dr. Heitner's robust discussion at the Focus 203 session was a safe environment to learn the tools that are available. It is more than just security.
- Freshmen, sophomores and juniors will keep their Chromebooks over the summer.
- Will students have the opportunity to migrate the work they create on the District Google accounts to their personal accounts?
  - Yes they are already doing that.

Student Ambassador Comment:

- Regarding the buy-out, students would probably not be interested in buying the Chromebooks.
- Some teachers do not want to go paperless.
- The timestamp for turning in homework online has caused some problems with students who want to complete work during a study hall the same day it is due.
  - The teachers can negotiate the timestamp.

President's Report

Board of Education Reports

- It was noted that the Young Hearts for Life screening helped detect a problem in a student's heart that, if it was not caught, might have killed him if he had not had surgery to correct it. Thank you on behalf of the parents for the program.
- The Business Advisory group met last week. Sub groups have also been meeting to plan a STEM focus group on Thursday, January 28. Business leaders from STEM fields will come to give us feedback on skills they are looking for in kids.
- The Exemplary Business Partnership Breakfast is Tuesday, February 9.
- Thanks to all those who attended the NEF Yuk's for Youth event.

Monthly Reports

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

Action by Consent

The following items were presented on the Consent Agenda:

1. **Bills and Claims** from Warrant #405360 through Warrant #406207 totaling \$18,650,166.06 for the period of December 22, 2016 to January 25, 2016.

**2. Personnel**

**Leave Of Absence – Certified**

Domenica Aguilera, 2016/2017, ARECC, EC Bilingual  
Leslie Cortes-Markle, 40% 2016/2017, NNHS, Spanish

**Retirement – Classified**

Bill Weber, August 19, 2016, KJHS, Special Education Assistant  
Vickie Masa, February 11, 2016, WJHS, Principal Secretary

**Resignation – Classified**

Sara Cinefro, January 2, 2016, Connections, Special Education Assistant

**Employment – Classified**

Carrie Nadziejko, January 21, 2016, Student Services, Student Services  
Secretary

**3. Board Meeting Minutes 12/21/15, 1/11/16**

**4. Bid: Towel Service**

Brad Cauffman explained:

- The difference between IMRF and TRS Contributions;
- Pro-rations from the State for General State Aid;
- Fuel Charges;
- Natural Gas information; and
- Federal Grants.

Crotty made a motion to approve Bills and Claims from Warrant #405360 through Warrant #406207 totaling \$18,650,166.06 for the period of December 22, 2016 to January 25, 2016 and the other items on the Consent Agenda numbers 1 – 4 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

**2017 – 2018 Tentative Calendar**

Dr. Osburn provided a draft 2017 – 2018 calendar for review. He noted that it was developed in the context of the criteria confirmed by the Board in January. Additionally, input from the Calendar Committee, principals and Cabinet members was used in its drafting. He reviewed some of the highlights of the calendar. Noting that there is no perfect calendar, more feedback will be sought from Home and School, SFCP, etc. prior to approval. It will be posted on the District website. The Board will be asked to take action on February 16.

**Board Questions and Comments:**

- Did the committee explore having October 9, Columbus Day off so high school students can visit colleges while they are in session?
  - Yes, the committee did look at that. The concern is that for certain years it works in terms of balancing the semesters, but some years it will not work. It would be hard to take away.
- Suggestion that since it works for this year, it be put back in.
- Looking for a historical chart that compares student attendance days by semester.
  - It will be provided.
- Concern about President’s Day weekend. It lends itself for families to go away and potentially miss conferences because it would be a long weekend.
- Looking for stakeholder feedback including General Home and School regarding Columbus Day and President’s Day weekend.

- Graduation is trending back.
  - It is usually in relationship to final days and final exams.
- In the fall the conferences can be scheduled on Thursday so college visits can take place on Friday and over the weekend.
- We will have an opportunity to collect data on the current calendar as well as the 2016 – 2017 calendar that will give us the flexibility to make informed decisions on finalizing the 2017 – 2018 calendar.

### **Policy Review: First Reading**

#### **5.90, Abused and Neglected Reporting**

Per Board feedback, revises hazing and other language to align to 7.190.

Board Member Comments:

- Board members are outside their Board responsibilities unless they are at a designated meeting.

#### **5.204, Tutoring**

Language revised to better align to policy intent and remove potential contradictions and/or conflicts.

#### **6.40, Curriculum Development**

Revisions to include Board feedback regarding controversial topics.

Reinstated the existing adoption language. Clarified language to get at intended language.

Board Question/Comment:

- Is there an explanation for why Federal programs piece was removed?
  - This language is the PRESS recommendation; they did not have any notes as to the deletion.

#### **6.60, Curriculum Content**

Revisions aligned with relevant State and Federal statutes.

Board Questions/Comments:

- Will the new Civics requirement be communicated after approval?
  - Learning Services has been addressing with the graduating class of 2020.
  - We will replace the government course, make a few adjustments and not change the name.
  - We will revise this policy and bring it back for another review.
  - The terminology we are using aligns with statute.
- Is this our language or the language in the law?
  - We need to align the language to the law because it is a requirement when we get audited.
  - We can add more verbiage to customize it for ourselves.
  - Let Kaine know if there are specific places the Board would like specialized language.

#### **6.72, Recognition of Religious Beliefs and Customs**

Re-numbering of section. This is a customized policy that the Board adopted in response to something specific. It can be taken out.

Board Comments:

- Recommendation to leave it in.

#### **6.110, Truant's Alternative and Optional Education Program**

Re-titles the section to better align with program and statute

Board Questions/Comments:



- What are the graduation incentive programs?
  - Job and career courses approved by the State like GED, vocational job training courses.
  - There is a statutory list.

**6.130, Program for the Gifted**

Related to its definition by the State for implementation of specific criteria.

Board Questions/comments:

- We have requirements that we have to fulfill with the EL program.
- Proposed language is so much less rich than the previous language. They have taken out all the dialogue and replaced it with one sentence.
  - We will check into the rationale for this.

**6.160, English Learners**

Press updated – retitled the section - Consistent with statute.

**6.180, Extended Instructional Programs**

Permissive language, includes new reference to “nursery” school.

**6.250, Community Resource Persons and Volunteers**

Revisions include more specific criteria for usage of resource persons and volunteers

- Volunteer coaches are not mandated reporters
- We will put back in the welcoming statement.

**6.300, Graduation Requirements**

Statutory references revised. Streamlined policy to refer to statutory requirements.

We will revise the following policies as requested and bring them back for action February 1: 6.40, 6.60, 6.130, 6.160, and 6.250.

Discussion With  
Action

**Policy Review**

**1.20, District Organization**

**6.70, Teaching About Religions**

**6.80, Teaching About Controversial Issues**

**6.90, Kindergarten**

**6.100, Using Animals in the Education Program**

Follow-up - teachers will inform students that they can opt out of dissection.

The notice will be in the course book.

**6.150, Home and Hospital Instruction**

**6.190, Extracurricular and Co-Curricular Activities**

Susan Crotty made a motion to approve Policy 1.20 as amended as well as Policies 6.70, 6.80, 6.90, 6.100, 6.150, and 6.190 as presented. Romberg seconded the motion. A roll call vote was taken. Those voting yes: Fielden, Price, Wandke, Jaensch, Romberg, Fitzgerald, and Crotty. No: None. The motion carried.

**Bid: Athletic Training Services**

Superintendent Bridges noted that the three year contract with Athletico was due to expire at the end of the year. We sent out a Request for Proposal and we received one response. Brad Cauffman thanked the Athletico staff for attending the meeting. The Athletic Directors at each of the high schools have highly

recommended and endorse the services that we have been receiving. With the RFP we have increased the scope of the service by 33% with the addition of Spring sports. It does represent a sizeable increase; they were willing to work with us and lower it from the initial cost. Their service will cost the District less than if we provided the service in house through a stipend to a teacher.

Board Member Comments/Questions

- There was a logical explanation for the fee change.

Superintendent Bridges thanked Athletico for the services that they have provided and thanked them for being willing to negotiate their price to do the best thing for the District.

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

- New Business
- It was noted that some of the businesses that we choose to do business with are not friendly with the diverse groups that the District warmly accepts. Are there substitutions that can be made?
    - We can investigate if such a policy is in place and review the governance of the policy.
    - Get the names of the vendors to Superintendent Bridges.
    - We will collect individual feedback from Board members and review from there.

Old Business

President Fielden asked if Board members would like to return to Closed Session since it was rushed at the end. There is a Board meeting next week, so there will be time to review any remaining topics.

Upcoming Events

February 1, 2016, Board of Education Meeting 7:00 p.m., PSAC  
February 9, 2016, Exemplary Business Partnership Breakfast, 7:00 p.m.  
February 15, 2016, President's Day Holiday  
February 16, 2016, Board of Education Business Meeting, 7:00 p.m., PSAC

Adjournment

Crotty made a motion at 9:17 p.m., seconded by Wandke 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 February 16, 2016

---

Terry Fielden, President  
Board of Education

---

Ann N. Bell, Secretary  
Board of Education