

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
JANUARY 7, 2013, AT 6:00 P.M.

- Call to Order President Mike Jaensch called the meeting to order at 6:02 p.m. Board members present: Jackie Romberg, Suzyn Price, Jim Dennison, Susan Crotty, Mike Jaensch, and Dave Weeks. Terry Fielden arrived at 6:09 p.m.
- Administrators present were: Dan Bridges, Superintendent; Bob Ross, Assistant Superintendent for Secondary Education and Carol Hetman, Chief Human Resources Officer. Also present from 6:00 p.m. – 6:55 p.m. were Tony Andrews and Robb Cooper, Ottosen Britz Kelly Cooper DiNolfo & Gilbert, Ltd.
- Closed Session Dennison moved, seconded by Crotty to go into Closed Session at 6:02 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. Collective negotiating matters between the District and its employees or their representatives.
- Open Session Price moved, seconded by Fielden to return to Open Session at 7:15 p.m. A voice vote was taken. Those voting Yes: Fielden, Dennison, Price, Crotty, Jaensch, Weeks and Romberg. No: None. The motion carried unanimously.
- Roll Call Board Members present were: Jackie Romberg, Suzyn Price, Terry Fielden, Jim Dennison, Mike Jaensch, Dave Weeks and Susan Crotty.
- Administrators present: Dan Bridges, Superintendent; Jennifer Hester, Associate Superintendent for Learning Services; Susan Rice, Director of Communications; Tim Wierenga, Assistant Superintendent for Assessment and Analytics; Bob Ross, Assistant Superintendent for Secondary Education; Kitty Ryan, Assistant Superintendent for Elementary Education; Carol Hetman, Chief Human Resources Officer; Julie Carlsen, Director of Community Relations; and Kate Foley, Assistant Superintendent for Pupil Services.
- Public Comment Maureen Kilty
Speaking as a person who has taught and tutored in foreign languages, she gave kudos to District 203 for being leaders in the area of foreign language. She noted that she is thrilled to watch D203 grow as educators in this area.
- Kristin Fitzgerald
Expressed her support of the proposal for implementing All Day Kindergarten for at risk learners. She complimented the persistence of the Administration and indicated that the phased proposal going forward is a good approach. She encouraged the Board to approve the proposal.

Monica Lucibello

Speaking on behalf of the Ellsworth Elementary Community and as President of their Home and School Association she expressed support for all day kindergarten as an opportunity for life learning that every student deserves. She indicated that the proposed \$300,000 renovation at Ellsworth is a small measure considering all the areas in the school that have already been lost to renovation. She questioned how to prepare teachers and students to squeeze into small classrooms, and indicated that the LRC at Ellsworth is already the smallest one in the District.

Superintendent/
Staff/ School
Reports

Career 203 Update

Gina Hermann, Director of Career 203, Dan Iverson, NNHS Social Science teacher on a one year release to work on the professional development project, and Carol Hetman, Chief Human Resources Officer presented an overview of Career 203 and the work of the Committee for Professional Innovation (CPI). They explained that each educator collaborates with their evaluator to create their own career path. A vast array of professional development opportunities or “bricks” are offered that allow the educator to grow and improve in their current position or change their career path. The bricks represent intensive, rigorous, sustainable learning designed to have a lasting impact on student performance. The paths will be kept on file within the Career 203 management system and will be ongoing, working documents. An RFP for software for the management system has gone out. Gina and Dan have met and continue to meet with principals and staff members at each building to get a feel for the climate at each school, explain the program and answer any questions. The next step is to look at compensation. The CPI Committee is scheduled to meet on January 10 with the intent of thorough discussions about compensation models and salary options that will be presented. A timeline has been developed with the expectation of program implementation by the next contract negotiations.

There was Board discussion about teachers being released to share their knowledge, how it will affect student performance and how it will be tied to teacher evaluations. It was suggested that a teacher leader from each building be appointed to attend meetings and share information. They would then go back to their respective buildings and create a transparent learning community by sharing the information garnered at the larger meetings. There was discussion about building trust with the community, the management of the program and the ability to work through any obstacles that may develop. It was noted that commitment is necessary.

Dual Language Program Review

Julie Knight, Catherine Cohoon, Jen Hester and Tim Wierenga reported on a Dual Language Program Review that was conducted by Dr. Myriam Met, Dual Language Consultant. They reviewed some of the strengths addressed by Dr. Met:

- District curriculum is being implemented; content standards are integrated with language development and effective dual language instructional practices are in place.
- Collaboration with peers and support from the district and its administrators is a large asset to the program.

- Key leaders and teachers demonstrated dedication, passion, and commitment to the DL program.

Some challenges were identified and responses are in place:

- Working to make resource translation more efficient
- Encouraging student interaction through cooperative grouping
- Supporting teachers through professional development
- Continuing to hire bilingual reading specialists, support staff and provide instructional coaching.
- Working to provide easily accessible assessment data and program evaluations.

Tim Wierenga reviewed and compared ISAT data in reading and math in third and fourth grades. Additionally, he reviewed data from the Iowa test in reading and math for the same age groups. He summarized that there is a positive impact on learning the longer the students are in the program. Additionally, students instructed in Spanish do well on English tests.

At the junior high level, bi-lingual reading specialists are supporting 5th grade students during the day in addition to ELL support. After school help is also being offered. Curriculum for 6th grade is being developed. Curriculum is developed differently in dual language programs because the standards are different for teaching Spanish and instruction is delivered in a different way.

Board questions were answered. Superintendent Bridges noted that the review by Dr. Met will allow the District to move the program forward. Challenges have been identified and we will work to make the program stronger. It was noted that at the first meeting in February, there will be a discussion about the expansion of the language program.

Consent
Agenda

1. Adoption of Personnel Report

Retirement – Administration

Mark Pasztor, May 31, 2013, KJHS, Assistant Principal

Kathleen Briseno, June 7, 2013, PSAC, Asst Director, Pupil Services

Eugenie Matula, June 30, 2013, ARECC, Principal

Mary-Ann Porter, June 30, 2013, Prairie, Principal

Dick Allen, June 30, 2013, Ellsworth, Principal

Resignation – Certified

Erin Murray, January 25, 2013, MJHS, Language Arts

Appointment – Certified (Full Time)

Amy Stiller, January 7, 2013, Kingsley, LBS

Diane Hampton, January 7, 2013, NNHS, Math

Leave Of Absence – Certified

Janice Johansson, 1/7/13 to 5/23/13, NNHS, LBS

Termination – Classified

Peter Kouskutis, December 14, 2012, NNHS, Custodian

Justin Davis, January 4, 2013, NNHS, Maintenance

Retirement – Classified

Russell Pflaumer, January 4, 2013, NCHS, Custodian

Amy Vose, February 1, 2013, LJHS, LRC Assistant

Judith Johnson, January 6, 2013, NNHS, ELL Assistant

Resignation – Classified

Katherine Crosby, December 17, 2012, LJHS, Special Education Assistant

Linda Grifo, January 6, 2013, Maplebrook, Special Education Assistant

Employment – Classified

David Miller, January 7, 2013, Transportation, Bus Driver

Marquis Booker, January 7, 2013, JJHS, Custodian

Victoria Pula, January 7, 2013, Maplebrook, Special Education Assistant

Jaclyn Dion, December 21, 2012, Transportation, Bus Driver

Gursharanjit Jassal, January 7, 2013, NNHS, ELL Assistant

Employment – Non-Union-Classified

Pamela Brattleleaf, January 22, 2013, PSAC, Systems Analyst

Adopt Resolution #130101 Authorizing The Dismissal Of Tenured Teacher - John Carbonaro

2. Personnel-Action on Closed Session Discussion Concerning Employment of Specific Employees

3. Student Discipline as Discussed in Closed Session

Fielden moved, seconded by Crotty to approve the Consent Agenda as amended in Closed Session. A roll call vote was taken. Those voting yes: Romberg, Crotty, Price, Fielden, Jaensch, Weeks and Dennison. No: None. The motion carried.

Discussion
Without Action

Reaffirm Calendar Criteria

Superintendent Bridges noted that Interim Deputy Superintendent, Bob Hawkins will chair the Calendar Committee this year. A draft 2014 – 2015 school calendar will be presented to the Board for consideration at the January 22, 2013 Board meeting. The Board will be asked to approve the 2014 – 2015 calendar at its February 19, 2013 meeting. The Board confirmed their criteria for calendar development:

- Balanced semesters
- Finals before winter break
- Start as late as possible in August

Superintendent Bridges explained that any calendar development must also consider the following:

- Illinois School Code requirements
- Board of Education Policy
- Collective bargaining agreements
- DuPage Regional Office of Education recommendations
- Targeted first day of attendance should be the third Wednesday in August
- The difference in the number of days between semesters should be less than the equivalent of 8 full days of student attendance.

Discussion
With Action

All Day Kindergarten Recommendation for Title I Schools

Superintendent Bridges noted that in November the Board authorized the Administration to develop a recommendation for all day kindergarten. The recommendation presented at the December 17, 2012 was to implement all day kindergarten at the seven D203 Title I schools for the 2013 – 2014 school year.

Board questions and considerations that were discussed included:

- It was confirmed that progress monitoring in Math and Literacy will occur

after the first year.

- There are challenges presented by some schools for classroom space and the district has created what it believes to be viable options.
- The comparison with ½ day K year by year analysis will be used as an evaluator after one year.
- Justification for spending large amounts of money on one building was questioned.
- It was confirmed that there are no neighborhood attendance reassignments for this recommendation.
- There will be flexibility with usage and repurposing of space especially in the first year.
- Curriculum is being developed – Literacy will be presented in March and Math in April.
- Class size specifications in Board Policy will be adhered to.

Romberg moved to approve the All Day Kindergarten recommendation for Title I Schools as presented. Dennison seconded the motion.

Further discussion:

- One Board member indicated that he will vote against the proposal because the community will not stand for half the district having all day kindergarten and the other half not having it. There needs to be a strategic plan in place to ensure that money is being spent in the best way.
- Some feedback from the community is the desire to have all day kindergarten at all schools.
- We need to move ahead and not wait for decisions from Springfield.

A roll call vote was taken. Those voting yes: Price, Romberg, Jaensch, Dennison, Fielden, and Crotty. No: Weeks. The motion carried.

Old Business

New Business

Upcoming Events Monday, January 21, 2013, Martin Luther King Birthday Holiday
Tuesday, January 22, 2013, Board of Education Business Meeting, 7:00 p.m.
Saturday, January 26, 2013, NEF Yuks for Youth, Wentz Hall 7:00 p.m.

Adjournment Crotty made a motion to adjourn the meeting at 9:33 p.m. Fielden seconded the motion. A unanimous voice vote was taken.

Approved January 22, 2013

Mike Jaensch, President
Board of Education

Ann N. Bell, Secretary
Board of Education