

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. JUNE 20, 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, Jackie Romberg, Susan Crotty, Donna Wandke, Terry Fielden, and Charles Cush as an observer. Fitzgerald moved, seconded by Crotty to allow Mike Jaensch to participate in the meeting by telephone.
- Administrators present were: Dan Bridges, Superintendent; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer.
- Closed Session Wandke moved, seconded by Fitzgerald 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). 5/16/16, 5/22/16, 6/6/16, 6/15/16, 6/16/16.
  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 selection of a person to fill a public office, including a vacancy in a public office, when the District is given power to appoint under law or ordinance 5 ILCS 120/2(c)(3).
- Meeting Opening Crotty moved seconded by Fitzgerald to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Crotty, Fielden, Romberg, and Wandke. No: None. The motion carried.
- Fitzgerald made a motion to allow Mike Jaensch to participate in the meeting by telephone. Crotty seconded the motion.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Kristin Fitzgerald, Terry Fielden, Jackie Romberg, Donna Wandke, Susan Crotty and Mike Jaensch by telephone.
- Administrators present: Dan Bridges, Superintendent; Jen Hester, Chief Academic Officer; 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.

Pledge of Allegiance  
Appointment of Individual to Fill a Vacancy on the Board of Education

Board members led the Pledge of Allegiance

**Appointment of new Board of Education Member**

Board President, Terry Fielden noted that the Board spent last Tuesday and Wednesday interviewing 25 candidates to fill the vacant Board of Education position left when Suzyn Price resigned. Through the process, one person rose to the top as the most solid candidate. He invited Charles Cush to come to the Board table.

Fitzgerald made a motion to appoint Charles Cush as the new Board Member. Romberg seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Crotty, Fitzgerald, Wandke, Jaensch and Fielden. No: None. The motion carried.

**Oath Administered to New Board Member**

Board President Terry Fielden read the Oath to Mr. Cush, who in turn said “I do”. Mr. Cush introduced his wife, Jean and two daughters, Haley and Sydney. Pictures were taken of Mr. Cush with his family. Mr. Cush then read the oath.

Board members agreed to hold the recognition before the scheduled hearings.

**NCHS Boys Water Polo State Champions**

Superintendent Bridges invited Coach Salentine to come to the front of the room. He extended congratulations to the Naperville Central Boys Water Polo Team who are the IHSA State Champions. The team members are: Eric Stablein, Kyle Mallen, Scott Piper, Philip Emden, Kyle Jackson, Brian Calabrese, Nick Walker, Griffin Lebeau, Collin Wrobel, Matthew Wooten, Matt Reagan, Nolan Vaughn, Chip Howenstine, Michael Stern, Dominic May, Lucas Nervig, Benjamin Russo, and Kent Emden.

They were coached by:

William Salentine, Steve Leclair, Andy Doyle, Mark Menis, and Jacksen Howenstine.

Superintendent Bridges read a resolution congratulating the team from State Representative Grant Wehrli.

Additionally, Superintendent Bridges extended congratulations to the Community Relations Department for winning a National School Public Relations Association (NSPRA) Golden Achievement Award for the Digital Learning Initiative.

Public Hearing on Amended Budget 2015 – 2016

**Administrator Comments**

Board President Fielden called the Public Hearing on the Amended Budget 2015 - 2016 to order at 7:18 p.m.

Brad Cauffman indicated that there are two main reasons why the budget is being amended: To comply with Limitation of Administrative Costs Worksheet and to properly record Land Cash and Life Safety Fund projects.

**Public Comments**

None

**Board Comments**

None

**Close Public Hearing on Amended Budget**

Public Hearing  
on Proposed  
Budget 2016 -  
2017

The Public Hearing was closed at 7:20 p.m.

**Administrator Comments**

Board President Fielden called the Public Hearing on the Proposed Budget 2016 – 2017 to order at 7:21 p.m.

Brad Cauffman noted that the budget process is a year-round process.

Throughout the year the Board receives updates and has opportunities to review its five year financial forecast. Additionally, the Citizens’ Finance Advisor Committee meets multiple times with the administration to provide input and feedback. He gave an overview of new items in the budget and revenue sources, indicating that almost 86% of the District’s revenue comes from local property taxes. He also gave an overview of expenditures noting that 78% of expenditures are related to salaries and benefits. In the final version of the budget \$792,000 was eliminated from various expenditures. Additionally, the District is frontloading some capital expenditures to ensure the needed entry enhancements at the elementary schools are all finished this summer. The average taxpayer should see approximately a \$54.00 increase in taxes. The budget is financially stable ensuring consistent funding for the programs and services necessary to provide high quality education, while being fiscally responsible to tax payers.

**Public Comments**

None

**Board Comments**

- Put Charles Cush name in the Budget Book.
- Change the NUEA contract in the Budget Book.
- Appreciate the vigilance of the Administration in reducing the budget and making it as accurate as possible.

Superintendent Bridges noted that many schools are having difficulty approving budgets because every district relies on money from the State. In D203, 90% of our funding is from local sources. We do count on state support and if we need to we will have to delay some purchases and possibly some construction. If and when a budget is approved, if necessary we will reduce spending to have a minimal impact on kids.

**Close Public Hearing on Amended Budget**

The Public Hearing was closed at 7:33 p.m.

Public Comment  
Monthly Reports

None

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

Action by  
Consent

The following items were presented on the Consent Agenda:

5. **Bills and Claims** from Warrant #49482 thru Warrant #410497 totaling \$31,191,635.09 for the period of May 17, 2016 to June 20, 2016.

**6. Adoption of the Personnel Report**

**Resignation – Certified**

Chad Bobbit, August 14, 2016, Mill St., Learning Behavior Specialist

Sarah Chavous, August 14, 2016, Meadow Glens, Learning Behavior Specialist

April Forst, August 14, 2016, Mill St., School Psychologist

**Appointment – Certified (Full Time)**

Martin Bell, August 15, 2016, LJHS, Social Science

Michael Benson, August 15, 2016, LJHS, Language Arts

Benjamin Graham, August 15, 2016, NNHS/NCHS, Drivers' Education

Abigail Henning, August 15, 2016, NNHS, School Psychologist

Marissa Lombardo, August 15, 2016, Mill St., Vocal Music

Lauren Ralph, August 15, 2016, Maplebrook,, Learning Behavior Specialist

Kiersten Spayer, 8/15/16 – 12/22/16, Steeple Run, Vocal Music

Sarah Stock, August 15, 2016, Elmwood, 5<sup>th</sup> Grade

Jeffrey Sturgeon, August 15, 2016, NNHS, Instrumental Music-Orchestra

Noelle Williams, August 15, 2016, Elmwood, 4<sup>th</sup> Grade

**Appointment – Certified (Part-Time)**

Megan Jean, August 15, 2016, Steeple Run, Learning Behavior Specialist (50%)

**Revised Contract Pt**

Kristen Liyeos, August 15, 2016, NCHS, Physical Education

**Leave Of Absence – Certified**

Deborah Danbom, Second Smst. 2016/2017, NCHS, Math Teacher

Karen Olson, Full Year 2016/2017, LJHS, Learning Behavior Specialist

**Resignation Of Non-Union Classified**

Kevin Koelbl, August 1, 2016, NNHS, Campus Supervisor

Beth Basargin, August 16, 2016, River Woods, Special Education Assistant

**Retirement – Classified**

Patrice Mara, June 3, 2016, Ellsworth, Instructional Assistant

Kathleen Kauzlarich, June 15, 2016, PSAC, Senior Administrative Secretary

**Resignation – Classified**

Chris Slepicka, June 6, 2016, Meadow Glens, Custodian

**Employment – Classified**

Paige Hobbs, August 16, 2016, Mill Street, Special Education Assistant

Annamae Kulik-Lewis, June 20, 2016, Transportation, Bus Driver

**Addendum**

**Appointment – Certified (Full Time)**

Marissa Ellig, August 15, 2016, Mill St., Learning Behavior Specialist

Eulalia Hernandez, August 15, 2016, Beebe, Dual Language 4<sup>th</sup> Grade

Kenneth Keiner, August 15, 2016, MJHS, Physical Education

**Appointment – Certified (Part-Time)**

Carrie Davis, August 15, 2016, NCHS, Communication Arts (40%)

**Re-Employment – Certified (Part-Time)**

Christopher Feid, August 15, 2016, NCHS, Automotive

**Resignation – Classified**

Kenneth Keiner, August 14, 2016, NCHS, Special Education Assistant

**Employment – Classified**

Michael Bunge, June 15, 2016, Transportation, Bus Driver

**7. Board Meeting Minutes 5/16/16, 6/6/16**

**8. Renewal of Liability, Property, Auto, School Board Legal, Student Accident, and Excess Workers Compensation Insurance**

9. **Out of Country Field Trips**
10. **DLI Device and District Wide Firewall Lease**
11. **IASB Annual Dues 2016 – 2017**
12. **Administrative and Classified Salaries**
13. **Hazardous Busing Re-certification**
14. **Aramark Contract Renewal**
15. **Prevailing Wage Resolution**

### **Consent Agenda**

Romberg made a motion to approve the Consent Agenda with the exception of numbers 4, Renewal of Liability, Property, Auto, School Board Legal, Student Accident, and Excess Workers Compensation Insurance and 8, Administrative and Classified Salaries. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Fielden, Fitzgerald, Crotty, Jaensch, and Wandke. No: None. Abstain: Cush. The motion carried.

### **Renewal of Liability, Property, Auto, School Board Legal, Student Accident, and Excess Workers Compensation Insurance**

- We have an agent in the District, Steve Monteith– we are in a consortium for insurance. Why are property casualty insurance premiums down but workers comp is up?
  - Mr. Cauffman indicated that Mr. Monteith’s group helps our self-funded workers compensation by going out to the market and getting quotes on re-insurance. We are staying with the current carrier because other quotes were higher. Reflected in the increase is medical inflation and the hard hit that workers comp has taken plus we are losing a cost adjustment that we were benefitting from.

Romberg made a motion to approve the Renewal of Liability, Property, Auto, School Board Legal, Student Accident, and Excess Workers Compensation Insurance as presented. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Fitzgerald, Wandke, Fielden, Romberg, and Crotty. No: None. Abstain: Cush. The motion carried.

### **Administrative and Classified Salaries**

Superintendent Bridges was asked to respond to some questions that arose in regard to an article that was written in the newspaper. He indicated that D203 did eliminate the 6% end of career retirement enhancements and it is no longer an option. This is the last group being phased out. With regard to the \$10,000 deferred compensation to the Superintendent made by the employer, it is included in the number that is presented and not in addition to it.

The overall increase is less than 1% without the retirees and with retirees it is about 1.56%.

Romberg moved to approve the Administrative and Classified Salaries as presented. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Fitzgerald, Fielden, Jaensch, Wandke, and Romberg. No: None. Abstain: Cush. The motion carried.

Ambassador  
Reports  
Written  
Communications

### **Freedom of Information Requests:**

- Drews, Better Government Association request for PMA Financial information.
- Dore, Warehouse Direct request for office supply and janitorial invoice information.
- Supriyo Roy request for Gifted and Talented appeals process information.

Superintendent  
Staff/School  
Reports

### **Student Data Presentation**

Malee Farmer, Director of Research and Analytics provided an update on the end of the year assessments and their results. The presentation focused on the achievement data from the spring and the growth data for the full year when possible. For each assessment, results from different subgroups were highlighted in order to monitor the achievement gap. Data was presented to support the following overall celebrations from each of the assessments:

- Illinois Snapshots of Early Literacy (ISEL): 5 – 7% more students were at or above average than last spring.
- Fountas and Pinnell: showed overall increases in the percent of students who were at or above the grade level expectations.
  - English Learners increased the percent of students who were at or above grade level expectations by 20% from fall to spring.
- Performance Series: all cohorts maintained or increased their achievement when compared to last spring's results.
  - Several subgroups met their targets after not meeting last year.

The SAT Suite of Assessments was redesigned this school year to align with Common Core Standards. Additionally, they are providing free test preparation through the Khan Academy. The PSAT 10 was the new assessment given this spring. The District average for the PSAT was higher than the national average for the total score. Students in the Hispanic and Free and Reduced Lunch subgroups total score average was also above the national average for all students.

In conclusion, achievement increased in the District from last year to this year. Growth also increased from last year. While we have more subgroups meeting their growth targets, not all subgroups met the growth target. More growth is needed to bring the subgroups up to District 203 standards and to meet the growth target.

Next steps center on monitoring the achievement gap not just at the district level, but also at each individual school. We will work with administrators and SIP teams to set goals for closing the specific gaps in specific subjects. We will monitor whether students new to the district are coming in with a gap in all grades. Additionally, we are working on a transition plan for the SAT suite to be sure all students are prepared for the new tests.

Board Comments:

- It is exciting to see the progress especially in the subgroups that did not meet last year but did this year.

- What kinds of things are being done at the District level to help subgroups meet their reading targets?
  - This year summer school is aligned with the curriculum and we have reached out to more students.
  - After school programs are taking place in reading and math.
  - Services and supports are offered after school.
  - Junior high and high school supports are offered during the day.
  - Reading events are going on.
- We need to market summer school and make it more fun. Possibly just by re-naming the courses to make them more appealing.
- What needs to happen to close the gap? Where do we have to be to see progress next year?
  - As we dig deeper into the data we are seeing the gaps closing, but just not at the rate we want to see it close. We are continuing to work on it.
- What do we want to see?
  - We want to see that kids are not just making the target, but making above the target.
  - We actually can point to the fact that instruction is taking effect because all the groups are moving up - instructional practice has changed.
- Good to know where our goals are and that we are working hard to get there.
- Are we looking at this through the root of families teaching students?
  - There are a number of parent support groups and education taking place across the District.
  - The District 203 Welcome Back picnic is a good place to start.
- In the libraries are there books available in their native languages?
  - Yes.
- As we integrate technology in the classrooms, are there additional resources that we can provide for our special needs students and all students?
  - Yes, we have the TIENET program that all students can access. We are always looking at what is available and what can we do to make it available to as many students as possible.
- Would like to hear more about a mobility study.
  - Those students are not with us long enough to measure.
  - We have not disaggregated the data in that way yet.
- What do we do with the number of new students that come to the District?
  - We have a complex assessment calendar for fall, winter and spring. We can give the tests at different times of the year.
  - This is a tough school district academically and students coming in from other districts might be part of the gap.
  - We will work with schools to identify standards that incoming students have not mastered.
- Is 50% good enough?
  - That is the national average, but not the Naperville standard.

## **DLI End of the Year Report**

Jen Hester and Roger Brunelle provided a review of year one of the Digital Learning Initiative (DLI) at the high schools. The metrics used to measure the high school implementation were discussed. The evaluation focused on the year 1 implementation expectations. Students and teachers did self-evaluations and students and teachers were observed for 10 minute sessions and rated. Additionally, teachers were surveyed informally for additional information about the devices and their implementation. Overall the year one expectations were met and some places that we can get better were outlined. The communication and collaboration expectation was met. The use of Canvas, the learning management system, dramatically increased creating efficiencies for students and teachers. Overall feedback regarding the quality and value of professional learning was positive. Based on the feedback from the high schools, professional learning has been adjusted for junior high. From a technology perspective, things went well. It was a full but rewarding year from smooth deployment to building skillsets and support capabilities. The Dell Chromebooks were found to be a good fit for our District's needs. We feel that we have built a strong foundation to position us well for the next two years and beyond. As with any large scale initiative, places for improvement were realized, and insight for the future gained. Filtering has provided some challenges, but we expect that filtering technologies will advance and allow us more capabilities. We have begun the process of cross-training our junior high support staff with the high school staff. The expectations in year two move more toward transformation of learning while teachers increase their levels of expertise with the use of technology.

Questions from the Board:

- Parent portal and at home filtering are a problem.
  - This is an area for opportunity in the next few years. The tools available are not where we would want them to be.
  - They are developing more secure home settings.
  - The DLI section on the District website has a considerable amount of information for parents. There are strategies for parents to use.
  - Digital citizenship addressed this too.
- Can you tell if the students are really engaged in the lessons?
  - We have a tool called HAPARA that allows us to see the applications and websites that the students are on.
  - Teachers are employing all kinds of strategies in the classrooms to keep students focused.
  - We see a lot of group engagement where students have a role to play.
- What mechanism do we have in place to update the filter as new programs come forward?
  - We have a group of people that meet to review requests for access to new sites. The DLI core team reviews if it is questionable.
  - We have several ways that requests for new sites come in, sometimes from the teachers and sometimes from the principals.
- Glad to see that we are paying attention to the filtering.
- What were the teachers concerns about digital citizenship?

- The teachers put a lot of pressure on themselves to serve the students to the best of their ability.
- We will be providing even more supports next year.
- Helpful to see how the students rated themselves and how the teachers rated themselves too. It gives it a lot of depth.
- Grateful to hear about working on printing.
- Year two expectations are very exciting; do you expect a similar year one at the junior high level too?
  - We expect a similar year one. We are watching high school and potentially adjust year two if necessary.

President's  
Report

Board of  
Education  
Reports

Discussion  
Without Action

**Policy Review: First Reading Section 7; 7.200, 7.210, 7.220, 7.230**  
**7.200, Suspension Procedures**

Mr. Ross indicated that there are some very significant proposed changes to this policy. One is the addition of in-school suspension. The policy spells out what protections students and families have and what the administration is expected to do.

Questions/Comments from Board members:

- Is re-entry contained in a different policy?
  - Law requires that a re-entry program is covered in 7.190, Student Discipline.
- Can you share what an in-school suspension would look like?
  - We will bring that back July 18.
- A major difference is the ability to make up classwork. This is a change in philosophy. How will we make certain that teachers understand and make adjustments?
  - High School and Junior High administrators will make their staffs aware.

**7.210, Expulsion Procedures**

Mr. Ross noted that expulsions are rare in the district; outplacements are more common. The policy makes the procedures that must be followed crystal clear.

Questions/Comments from Board members:

- We expel very few students, but we outplace when necessary and we do not have a policy for outplacement. It is called school exclusion in the new policy. What would our policy look like if it addressed outplacement?
  - We are working with legal counsel to create a model policy for school exclusion.
- It appears that this follows what we are currently doing.
  - Our practice matches this. There is a little more specific language that needs to be included in the letter to parents. Our attorneys are drafting sample letters for expulsion and suspension.
- The state has indicated that what we are currently doing is on top of the

aim of SB100.

- This board examines each student that is eligible for expulsion and we look at outplacement.

### **7.220, Bus Conduct**

There is one change about students making up the work for credit if they are suspended from the bus that prohibits them from getting to school.

### **7.230, Misconduct by Students with Disabilities**

No changes, just review.

Discussion With  
Action

### **2015 – 2016 Amended Budget**

Romberg made a motion to approve the 2015 – 2016 Amended Budget as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Jaensch, Fielden, Fitzgerald, Wandke, and Crotty. No: None. Abstain: Cush. The motion carried.

### **2016 – 2017 Budget**

Board Comments:

- The administration worked collaboratively in the sense that adjustments were made to keep the budget in line.
- The staff was very responsive to that the Board had to say.

Wandke made a motion to approve the 2016 – 2017 Budget as presented.

Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Jaensch, Fitzgerald, Crotty, Wandke, and Fielden. No: None.

Abstain: Cush. The motion carried.

### **Policy Review: Second Reading Section 7; 7.15, 7.20, 7.60, 7.70, 7.90, 7.134**

Board Questions:

- 7.90, written or oral consent needs to be obtained from parents. How is oral consent handled?
  - We prefer it in writing, but a phone conversation or in person have happened and are acceptable.
  - When talking on the phone, certain information would be obtained through confidential information.
- 7.130 is not here, are you still working on revising it?
  - Yes, we are still working on it.

Fitzgerald made a motion to approve policies 7.15, 7.20, 7.60, 7.70, 7.90, 7.134 as presented. Romberg seconded the motion. A roll call vote was taken. Those voting yes: Cush, Romberg, Jaensch, Fitzgerald, Wandke, Fielden, and Crotty. No: None. The motion carried.

### **Purchase of District-Wide Firewalls**

Superintendent Bridges noted that this was discussed at the June 6 Board meeting. There were no questions.

Crotty made a motion to approve the Purchase of District-Wide Firewalls.

Romberg seconded the motion. A roll call vote was taken. Those voting yes:

Romberg, Fielden, Wandke, Cush, Crotty, Jaensch, and Fitzgerald. No: None.

The motion carried.

**Approval of a resignation agreement between the Board of Education and Christine Loveday-Taylor.**

Wandke made a motion to approve the resignation agreement between the Board of Education and Christine Loveday-Taylor. Cush seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Fitzgerald, Wandke, Jaensch, Crotty, Cush, and Fielden. No: None. The motion carried.

New Business      It was noted that Kitty Ryan, Assistant Superintendent for Elementary Education, is retiring and this is her last Board meeting. She is a very special person and the Board is hoping that she will stay active with the District. She always did the best thing for each student. Mrs. Ryan was congratulated and wished well on her next chapter.

Mrs. Ryan thanked the Board for their dedication to students and the community. She noted that she has appreciated the opportunity to work with the Board and the administration. She will be cheering the District on in the future.

Comments from Board Members:

- Mrs. Ryan has had a big effect on the District. She has poured herself into the District.
- Mrs. Ryan exemplifies the saying – when you are truly using your gifts, you are not really working.
- Glad Mrs. Ryan will be a part of the community and still bring her gifts.
- Mrs. Ryan is part of the bricks and mortar of the District. She has helped navigate multiple parental concerns.
- We appreciate all the support, wisdom and concern.
- It is what you don't hear that has been the most impactful. She provided quiet council that forced people to pause and reflect.

Old Business

- Upcoming Events
- NEF golf outing July 11, 2016
  - Board of Education Meeting July 18, 2016
  - New Educator Breakfast August 12, 2016

Adjournment      Crotty made a motion at 9:13 p.m., seconded by Cush to adjourn the meeting. A unanimous voice vote was taken. The motion carried.

Approved            July 18, 2016

---

Terry Fielden, President  
Board of Education

---

Ann N. Bell, Secretary  
Board of Education