

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.  
JUNE 2, 2014, AT 7:00 P.M.

- Call to Order President Jackie Romberg called the meeting to order at 6:00 p.m. Board members present: Jackie Romberg, Suzyn Price, Kristin Fitzgerald, Terry Fielden, Donna Wandke, Mike Jaensch and Susan Crotty.
- Administrators present were: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer; Bob Ross, Assistant Superintendent for Secondary Education
- Closed Session Wandke moved, seconded by Crotty to go into Closed Session at 6:00 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(c)(2).
  3. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
  4. The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
  5. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
  6. 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).
- Meeting Opening Romberg moved, seconded by Crotty to return to Open Session at 7: 07 p.m. A voice vote was taken. Those voting Yes: Crotty, Fitzgerald, Romberg, Jaensch, Fielden, and Price. No: None. The motion carried unanimously.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Jackie Romberg, Suzyn Price, Kristin Fitzgerald, Mike Jaensch, Terry Fielden and Susan Crotty.  
Donna Wandke arrived at 7:30 p.m.
- Administrators present: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Jennifer Hester, Chief Academic Officer; Julie Carlsen, Director of Community Relations; 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;
- Good News Recognition NCHS La Crosse team won the IHSA State Championship.

Public  
Comment  
Student  
Ambassadors  
Report  
Superintendent  
Staff/School  
Reports

None

### **Diversity Committee Update**

Superintendent Bridges noted that the Diversity Awareness Council, comprised of parents, community members and staff, met on May 14 to review the past year and discuss recommendations for a clear focus for future work.

Superintendent Bridges highlighted some of the work from the past year.

- Dr. Edwin Javius spoke with administrators on one occasion about deepening their understanding of educational equity and returned for a community conversation around diversity and empowering families and communities to partner with schools to help create an equity driven system.
- New individuals volunteered to participate and stay involved by joining the Diversity Awareness Council.
- New School improvement process, Rising Star, calls for schools to respond to diverse populations to help close the achievement gap.
- Professional learning has centered around culturally responsive practices and building leaders skills in working with their school communities.
- Hosted a National Network of Partnership Schools event that focused on building connections and involving diverse members of the community in our schools.
- Hosted the College and Career Readiness Fair working with the NAACP to build collaborative relationships between communities, families and schools focused on student success.
- Created a recruitment video to be used as a tool to help attract diverse candidates to work in D203

Superintendent Bridges reviewed suggestions for moving forward:

- Stronger connection with the community.
- Partner with other community groups to unify efforts to form a welcoming community.
- Parent education: what to expect in our schools, how to advocate for children and how to network with other parents.
- Staff will work on developing a series of initiatives based on the recommendations.
- Seeking a community member or staff member to co-chair the committee.

If anyone is interested in serving on the committee, please contact Superintendent Bridges.

### **Teacher Evaluation Pilot for 2014 – 2015**

Kaine Osburn noted that this is an update from previous presentations.

The Performance Evaluation Reform Act (PERA) must be implemented in the fall of 2016. This is a collaborate effort with the NUEA that reaches into many departments. A joint evaluation committee has been established and has accomplished the following:

- Adopted 2013 Danielson Framework.
- Adopted TalentEd to streamline the process and improve the focus on instruction and professional learning.
- Convened the Student Growth Subcommittee to collaborate with the consultant on Student Growth Test Models in 2014 – 2015.

Two student growth models will be tested next year, 15 teachers and 6 schools apiece. The test models are: Student Learning Objectives (SLO) and Student Growth. The test model will not affect the evaluations of the teachers implementing it. Professional learning will take place in the summer to train principals and teachers who will in turn train all other teachers in their buildings. Mr. Osburn noted that D203 will be well prepared to comply with the law when the implementation deadline comes. He reviewed the timeline and noted that updates will be provided to the Board along the way.

President's  
Report

Board of  
Education  
Reports

Action by  
Consent

The following items were presented on the Consent Agenda:

**1. Adoption of Personnel Report**

**Reassignment – Administration**

Peter Flaherty, August 11, 2014, NCHS, Dean of Students

**Resignation – Certified**

Shannon Ford, June 6, 2014, NNHS, Special Education Vocational

**Appointment – Certified (Full Time)**

Benjamin Banwart, August 18, 2014, JJHS, Learning Behavior Specialist

Christina Belniak, August 18, 2014, Meadow Glens, 5<sup>th</sup> Grade

Kayla Berghoff, August 18, 2014, Scott, 1<sup>st</sup> Grade

Olga Cano, August 18, 2014, Steeple Run, Dual Language 2<sup>nd</sup> Grade

Christopher Dolinar, August 18, 2014, Kingsley, 4<sup>th</sup> Grade

Mark Gardner, August 18, 2014, JJHS, Language Arts / Mathematics

Shelby Getzin, August 18, 2014, Elmwood, 4<sup>th</sup> Grade

Katelyn Haack, August 18, 2014, Elmwood, 5<sup>th</sup> Grade

Jennifer Hall, August 18, 2014, Highlands, Vocal Music

Clinton Hunter, August 18, 2014, NNHS, Health

Keith Langosch, August 18, 2014, NCHS, Learning Behavior Specialist

Joshua McLeod, August 18, 2014, Elmwood, 4<sup>th</sup> Grade

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

Jackson Howenstine, August 18, 2014, NCHS, Foreign Language-German (40%)

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

Maureen Deneen, August 18, 2014, District, Occupational Therapist

Sara Dorsch, August 18, 2014, NNHS, Mathematics

Zoe Evans, August 18, 2014, NNHS, Science

Laura Newell, August 18, 2014, District, Physical Therapist

Melanie Reicher, August 18, 2014, MJHS, Language Arts / Science

Linda Seikel, August 18, 2014, NNHS, Mathematics  
 Lisa Shamrock, August 18, 2014, NNHS/NCHS, Foreign Language-Spanish & ELL  
 Matthew Wascher, August 18, 2014, KJHS, Learning Behavior Specialist  
**Re-Employment – Certified (Part-Time)**  
 Kelly Mielcarz, August 18, 2014, NNHS, Vocal Music (20%)  
**Leave Of Absence – Certified**  
 Stephanie Higgins, 10/6 – 12/19/14, NCHS, FACS  
 Kathleen Jacobs, 20% LOA 2014/2015, NNHS, Chemistry & Physics  
**Retirement – Classified**  
 James Corrigan, September 9, 2014, Elmwood, Custodian  
 Kristine Swedlund, June 30, 2014, NNHS, Senior Secretary  
 Jill McNamara, August 19, 2014, River Woods, Instructional Assistant  
 Susan Barkdoll, June 5, 2014, Transportation, Bus Driver  
 Linda Galfi, June 27, 2014, Transportation, Bus Driver  
**Resignation – Classified**  
 Clinton Hunter, August 17, 2014, NNHS, Special Education Assistant  
 Leslie Gossler, August 6, 2014, Steeple Run, School Secretary  
 Donald Limmer, May 30, 2014, Transportation, Bus Driver  
**Reassignment – Classified**  
 Joseph Garrison, August 20, 2014, Prairie, LRC Assistant  
**Re-Employment – Classified**  
 Martha Johnston, August 20, 2014, Ellsworth, LRC Assistant  
 Patrice Mara, August 20, 2014, Ellsworth, Instructional Assistant  
 Renee Abbott, August 20, 2014, Maplebrook, Instructional Assistant  
 Nancy Vahldick, August 20, 2014, Naper, Instructional Assistant  
 Cynthia Welborn, August 20, 2014, Naper, Instructional Assistant

**Addendum**

**Appointment – Administration**

Robert Quinn, July 1, 2014, NNHS, Athletic Director

2. Student Disciplinary Cases as Discussed in Closed Session

Wandke made a motion to approve items 1 and 2 on the Consent Agenda as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Price, Crotty, Wandke, Fielden Fitzgerald, Jaensch and Romberg. No: none. The motion carried.

Discussion  
 Without Action

**FY 15 Budget**

Brad Cauffman noted that this is the next in the series of discussions and review about the FY 15 Budget. He reviewed the timeline noting that there will be a Budget Hearing on June 16 after which the Board will take action on a resolution to approve the budget. The average tax increase for the community is 3.5%. He reviewed the highlights of the budget noting that it is a balanced budget, basic student fees are unchanged, and All-Day Kindergarten is being implemented in the remaining schools. He indicated that there were corrections made to the tentative budget and the most current copy is in BoardDocs. He asked the Board to contact him with questions or concerns about this or any

other aspect of the FY 15 budget.

There was discussion about school funding from the state and rethinking how schools are funded. Superintendent Bridges noted that there are local legislators that do advocate for school districts. Board members requested that the Administration put together a meeting possibly with Districts 204 and 200 and invite supportive legislators to make a presentation and have discussion. Superintendent Bridges will report back to the Board following his attendance at an upcoming LUDA meeting. Brad Cauffman recapped some legislation recently passed by the State. He noted that if everything comes through from the State as proposed, we should see State funding about the same as in the past.

### **Changes to Health Insurance Plan**

Brad Cauffman indicated that with the implementation of the Affordable Care Act (ACA) insurance fees and regulations have changed. Additionally, the cost of health care has risen. The Insurance Committee works to provide high quality benefits while maintaining fiscal responsibility for the District. To that end the committee is recommending that two new Medical/RX plans be offered as options to employees that are cost effective and provide the opportunity to save money for retirement health care needs. The current and recommended plans are:

- Platinum PPO (the current plan)
- Gold High Deductible Health Plan (HDHP) with a Health Savings Account
- Silver PPO with a limited network

Mr. Cauffman gave an overview of the two new plans noting that enrollment will be through a benefit technology portal that will provide educational and plan comparison tools. The Gold plan will provide a \$1,000.00 Health Savings Account for single coverage and a \$2,000.00 account for family coverage. The Silver Plan utilizes a smaller provider network, offers a lower premium option, maintains copays for office visits and prescriptions and does not allow for a health savings account. Board members asked questions and made comments. The Board will take action on June 16, 2014.

### **Policy Revisions**

Superintendent Bridges noted that Kaine Osburn is taking lead on the policy review. Mr. Osburn indicated that once the overall review of the District Policy Manual is complete, it will be easier to align with the PRESS updates that come monthly from the legal department of IASB.

### **First Reading: Policy 2.20, Powers and Duties of the School Board**

The changes align some duties that are recommended.

### **First Reading: Policy 2.30, School District Elections**

This will be revised for June 16 based on a previous discussion. The revisions keep our referencing consistent with the law.

### **First Reading: Policy 2.80, Board Member Oath and Conduct**

This policy contains the actual oath and code of conduct to accompany it.

**First Reading: Policy 2.90, Board Self Evaluation**

No comments.

**First Reading: Policy 2.104, Internal Organization**

Will not eliminate; keep at it is.

**First Reading: Policy 2.105, Ethics and Gift Ban**

No comments.

**First Reading: Policy 2.110, Qualifications, Terms, and Duties of Board Officers**

The “two year” verbiage will be taken out consistently in all the offices described.

**First Reading: Policy 2.120, Board Member Development**

Mandatory training is outlined.

**First Reading: Policy 2.130, Board-Superintendent Relationship**

No comments.

**First Reading: Policy 2.132, Evaluation of Superintendent by the Board of Education**

It was suggested that the “Role of the Superintendent” verbiage from Policy 2.132 be placed in Policy 2.130.

**First Reading: Policy 2.136, Executive Compensation**

No comments.

**First Reading: Policy 2.137, Administrative Compensation – Categories Three through Seven**

No comments.

**First Reading: Policy 2.150, Governance Committees**

This policy includes discretionary language for the Board to set up committees.

**First Reading: Policy 2.180, High School Student Ambassador**

Keep this as it is.

**First Reading: Policy 2.200, Types of School Board Meetings**

Updated language about open meetings and where to hold meetings – at the District office.

**First Reading: Policy 2.250, Access to School District’s Public Records**

Updates to FOIA.

**Annual Review: Policy 5.10, Equal Employment Opportunity and Minority Recruitment**

Superintendent Bridges noted that this is an annual review.

**Annual Review: Policy 7.10, Equal Educational Opportunities**

This is also an annual review.

Discussion With  
Action  
New Business  
Old Business  
Upcoming  
Events

Board of Education meeting June 16, 2014, 7:00 p.m., PSAC

Adjournment

Jaensch made a motion to return to Closed Session at 9:28 p.m. for the 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(c)(2).
- 3 Student Disciplinary Cases 5 ILCS 120/2(c)(9).
- 4 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).

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

Price made a motion to adjourn the meeting at 10:02 p.m. Fielden seconded the motion. A unanimous voice vote was taken and the motion carried.

Approved

June 19, 2014

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Jackie Romberg, President  
Board of Education

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Ann N. Bell, Secretary  
Board of Education