

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 5, 2017 AT 7:00 P.M., CLOSED SESSION 5:00 p.m.

Call to Order President Kristin Fitzgerald called the meeting to order at 5:00 p.m. Board members present: Mike Jaensch, Terry Fielden, Kristin Fitzgerald, Paul Leong and Kristine Gericke. Charles Cush, 5:26 p.m. Absent: Donna Wandke.

Administrators present were: Dan Bridges, Superintendent;
Carol Hetman, Chief Human Resources Officer, (exit 6:44 p.m.);
Bob Ross, Chief Operating Officer, (exit 6:44 p.m.);
Brad Cauffman, Chief Financial Officer, (exit 6:44 p.m.);
Nancy Voise, Assistant Superintendent for Secondary Education (exit 5:40 p.m.).

Fielden moved, seconded by Leong to go into Closed Session at 5:00 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 public body and its employees or their representatives 5 ILCS 120/2(c)(2).
3. 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).
4. The selection of a person to fill a public office, as defined in the Open Meetings Act, including a vacancy in a public office, when the public body is given the power to appoint under law or ordinance 5 ILCS 120/2(c)(3).
5. Student Disciplinary Cases 5 ILCS 120/2(c)(9).

Meeting Opening Fielden made a motion, seconded by Jaensch to return to Open Session at 7:04 p.m. A roll vote was taken. Those voting Yes: Fitzgerald, Fielden, Leong, Cush, Jaensch, and Gericke. No: None. The motion carried.

Meeting Opening Welcome and Mission

Roll Call Board Members present were: Kristin Fitzgerald, Mike Jaensch, Paul Leong, Terry Fielden, Charles Cush and Kristine Gericke. Absent: Donna Wandke.

Administrators present: Dan Bridges, Superintendent; Bob Ross, Chief Operating Officer; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; 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; Carol Hetman, Chief Human Resources Officer; Tim Wierenga, Assistant Superintendent for Assessment and Analytics; Brad Cauffman, Chief Financial Officer; Roger Brunelle, Chief Information Officer.

Pledge of Board members led the Pledge of Allegiance.

Allegiance
Good News

Superintendent Bridges noted that this is the first day of summer school. We have had a few minor kinks with transportation but we will work that out. The students are happily learning.

Public
Comment
Action by
Consent

The following items were presented on the Consent Agenda:

1. Adoption of the Personnel Report

Appointment – Administration

Melissa Jankowski, August 7, 2017, Meadow Glens, Assistant Principal

Reassignment – Administration

Joshua Louis, July 1, 2017, Steeple Run, Principal

Resignation – Certified

Shenna Maison, June 1, 2017, ARECC, Early Childhood

Michelle Meneses, August 13, 2017, Steeple Run, 5th Grade Dual Language

Daniel Olandese, August 13, 2017, NCHS, Science

Christine Podraza, August 7, 2017, Mill Street, Learning Support Coach

Appointment – Certified (Full Time)

Rachel Angelico, August 14, 2017, Naper, 4th Grade

Megan Bice, August 14, 2017, NCHS, Physical Education/Health

Taylor Bird, August 14, 2017, Beebe, Learning Behavior Specialist

Katherine Bora, August 14, 2017, JJHS, Mathematics/Social Science

Emily Borta, August 14, 2017, MJHS, Language Arts/Social Science

Janel Cook, August 14, 2017, MJHS, Mathematics

Madalyn Corder, August 14, 2017, NCHS, College & Career Counselor

Jesse Cundiff, August 14, 2017, Mill St., Learning Behavior Specialist

Rebecca Czarnik, August 14, 2017, Steeple Run, 2nd Grade

Maria Garcia, August 14, 2017, Mill St., 1st Grade Dual Language

Amy Gilbert, August 14, 2017, JJHS, Social Science/Mathematics

Colleen Glasby, August 14, 2017, Beebe, Kindergarten

Amanda Green, August 14, 2017, Kingsley, Reading Specialist

Amy Grubb, August 14, 2017, MJHS, Language Arts

Lindsay Hanish, August 14, 2017, Mill St., Learning Behavior Specialist

Matthew Hasse, August 14, 2017, NNHS, Learning Behavior Specialist

Michelle Heck, August 14, 2017, Beebe, 1st Grade

Rebecca Heiden, August 14, 2017, Student Services, Student Services
Coordinator

Joanna LaPerna, August 14, 2017, Prairie, Kindergarten

Kathryn Lindemulder, August 14, 2017, NCHS, Learning Behavior Specialist

Lauren MacDuff, August 14, 2017, Highlands, Learning Behavior Specialist

Christopher Majack, August 14, 2017, Elmwood, Art

Alyssa Malzone, August 14, 2017, NCHS, Mathematics

Brandi McClinton, August 14, 2017, Student Services, Student Services
Coordinator

Ashley McMahan, August 14, 2017, NNHS, Social Science

Brandon Moriarty, August 14, 2017, NCHS, Learning Behavior Specialist

Courtney Puckett, August 14, 2017, Steeple Run, 2nd Grade

Viktor Rusenias, August 14, 2017, Kingsley, Learning Behavior Specialist

Amie Silder, August 14, 2017, Elmwood, Vocal Music

Lindsay Szewczyk, August 14, 2017, Steeple Run/Highlands, EL
Kristin Theisen, August 14, 2017, NCHS, Learning Behavior Specialist
Meghan Thomas, August 14, 2017, NNHS, FACS
Rachel Unterfranz, August 14, 2017, ARECC, Speech-Language Pathologist
Teresa Witort, August 14, 2017, Steeple Run, 4th Grade Dual Language
Elizabeth Wroblewski, August 14, 2017, ARECC, School Social Worker
Bilingual

Madeline Zehnal, August 14, 2017, NNHS, Learning Behavior Specialist

Appointment – Certified (Part-Time)

Michael Kralovic, August 14, 2017, NCHS, Foreign Language-Chinese (60%)

Revised Contract Ft

Jennifer Nolten, August 14, 2017, LJHS, School Psychologist

Re-Employment – Certified (Full Time)

Jennifer Hartwig, August 14, 2017, Steeple Run, Speech-Language Pathologist

Kristen Ludlam, August 14, 2017, Elmwood, Primary

Hannah Raver, August 14, 2017, NNHS, Agriculture

Molly Sass, August 14, 2017, Elmwood, Kindergarten

Employment Of Interns

Julia Donofrio, June 5, 2017, PSAC, Communications

Sydney Vander Veen, June 5, 2017, PSAC, Communications

Leave Of Absence – Certified

Courtney Rudolph, 10/7/17 - 5/25/18, Kingsley, Kindergarten

Marie Bollinger, 2017-18 School Year, Kingsley, Second Grade

Meredith Mitchell, 11/3/17 – 5/25/18, Steeple Run, Fifth Grade

Retirement – Classified

Philip Dore, June 23, 2017, Transportation, Bus Driver

Rebecca Hornbeck, June 1, 2017, Highlands, Instructional Assistant

Jill Manning, August 15, 2017, ARECC, Special Education Assistant

Lawrence Page, May 16, 2017, Transportation, Bus Driver

Darlene Ruther, May 31, 2017, KJHS, Computer Support Associate

Mamut Skenderi, June 30, 2017, NCHS, Custodian

Resignation – Classified

Kaitlyn Curwick, June 1, 2017, NCHS, Special Education Assistant

Rebecca Czarnik, August 13, 2017, Steeple Run, Special Education Assistant

Hunter Lee, June 1, 2017, NCHS, Special Education Assistant

Nicole Motley, May 29, 2017, KJHS, Custodian

Courtney Puckett, August 13, 2017, Steeple Run, Special Education Assistant

Employment – Classified

Michelle Bain, May 15, 2017, NCHS, Campus Supervisor

Leslie Cameli, August 4, 2017, Highlands, Senior Secretary

Rita Rothmund, July 26, 2017, NNHS, Department Secretary

Lana Vos, July 26, 2017, NCHS, Department Secretary

Leave Of Absence – Classified

Joseph Scaccia, 8/14/17-12/14/17, Connections, Special Education Assistant

Addendum

Appointment – Certified (Full Time)

Peggy Chang, August 14, 2017, NNHS, Learning Behavior Specialist

Samantha Cherry, August 14, 2017, Highlands, 5th Grade

Megan Meyer, August 14, 2017, ARECC, Bilingual Early Childhood

Sabah Memon, August 14, 2017, MJHS, Language Arts
Miguel Silva, August 14, 2017, NCHS, Social Science
Elizabeth Simpkin, August 14, 2017, Scott, Certified School Nurse
Lauren Tokar, August 14, 2017, Maplebrook, Art
Rachel Valentine, August 14, 2017, Beebe, 1st Grade

Appointment – Certified (Part-Time)

Jenna Nylec, August 14, 2017, Highlands, Learning Behavior Specialist

2. Student Discipline as Discussed in Closed Session

Fielden made a motion to approve the Consent Agenda as presented. Gericke seconded the motion. A roll call vote was taken. Those voting yes: Gericke, Leong, Fitzgerald, Fielden, Cush, and Jaensch. No: None The motion carried.

Superintendent Bridges announced that with the approval of the Consent Agenda, Josh Louis was just appointed as the new Principal at Steeple Run Elementary School. He congratulated him and indicated that the administration is looking forward to working with him in his new role. Mr. Louis thanked the Board and Superintendent Bridges for the appointment noting that it is an honor to join the Steeple Run community.

Superintendent
Staff/School
Report

Jefferson Junior High SIP

Superintendent Bridges introduced the team from JJHS – Principal, Megan Ptak, and Assistant Principals Kaye Corrigan and Jeremy Christian. Mrs. Ptak indicated that as the new principal this year her number one goal and message to the staff was that they would collaborate and be a team to ensure the success of all students. She reviewed some characteristics of the mind of a middle school student including that they have an attention span of 10 – 12 minutes and learn best through activity, movement and collaboration. Their brain growth is great at this age. They are not only learning academics but also social emotional behaviors and they need 9 – 13 hours of sleep to function at their best in their learning environment. Diversity is one of the best assets at JJHS and is an area of focus in the School Improvement Plan. Mrs. Corrigan reviewed some of the assessment data in reading. The data shows that the kids can do it. The Rising Star team and the staff as a whole have analyzed the data and are planning strategies to help strengthen students’ reading skills. The African American students did very well on meeting their growth targets in Math. Additionally, other sub-groups also met their targets and sometimes exceeded. The PARCC data shows that there are some significant gaps in reading and a discrepancy between the general population and the sub groups. They will continue to look for creative ways to engage these students and their families to strengthen students’ reading skills. They are looking forward to new math textbooks and related resources to help students reach their growth targets. The gap is associated with low income students. The Rising Star team took this into consideration when choosing their indicators. The team was expanded this year to include staff from across the school. The first Rising Star indicator addresses the use of technology. Chromebooks and other technology have changed and enhanced student learning every day. Professional Development was provided for teachers in order that they could guide students to online and blended

learning opportunities previously not available to them.

The second indicator is around culturally responsive practices. Staff professional learning around culturally responsive practices that they may use in their classroom was increased. Additionally, parent involvement through the SUCCESS partnership and other programs increased as well. Photographs of different instructional practices in action were displayed. Mrs. Ptak indicated that she is proud of the accomplishments this year, knowing there is still room for more improvement. She reviewed several steps that will be taken next year to help low income students increase their achievement while helping all students and staff grow social emotionally. The Rising Star team will be meeting in the summer to prepare for professional learning to begin in August. They are looking forward to the work that will help all students reach their growth targets and potential. She thanked the Board for the additional opportunities for professional growth.

Board Questions/Comments

- Applaud the digital learning issues and the examples were fantastic.
- The SUCCESS program is new and it is a successful program.
- There was an increase across the board in the African American cohort. What are some of the things you are doing for the other subgroups to help them succeed?
 - The SUCCESS partnership helped the growth in the African American cohort.
 - We are planning to offer more parent resource nights and will be asking families across the subgroups and specifically targeting low income families to attend some learning opportunities and help them feel a part of the school and be comfortable coming into the school.
 - Working with parents to become partners with teachers and access the student grades.
- The second Rising Star indicator is working equitably with cultural diversity. How will you actually measure the success in achieving that?
 - We will be doing some staff surveys and are planning to do at least three equity walks next year to get some baseline data to share with staff.
- Commend the team on honestly identifying the challenges that they have. A big step in addressing challenges is recognizing and acknowledging what they are. It is obvious that the staff is committed to making a difference.
- JJHS has excelled at developing relationships with staff and students.
- What are your strategies to work toward improving the writing in the PARCC.
 - Teachers are working to dissect the writing process – kids feel accomplished.
 - We need to figure out how to get the students to do the hard work on PARCC writing that they do in the classroom.
- The parent engagement through the SUCCESS program has been very successful. Hopefully the other subgroups can benefit from a similar model.

Board of
Education
Reports
Discussion
Without Action

2017 – 2018 Budget Workshop

Superintendent Bridges indicated that this is the third budget workshop meeting for the Board to discuss and clarify any questions related to the 17 – 18 tentative budget. Mr. Cauffman indicated that he has not received any additional questions. The official State Budget form is in BoardDocs for the Boards' review and approval at the June 19, 2017 meeting. The only change is in food service receipts and it is indicated in the official budget.

Resolution: Debt Service Transfer

Superintendent Bridges indicated that at the March 20, 2017, the Board voted to abate the Debt Service Tax Levy. The resolution is in BoardDocs for the Boards' review with action at the June 19, 2017 Board meeting. There were no questions.

Policy Review: First Reading Policy 2.110, Qualifications, Term and Duties of Board Officers

Bob Ross provided an overview of the small change being proposed. The law has changed and the task of hearing challenges to Board candidate nominating petitions has been removed from the Board President's duties and assigned to the DuPage County Election Commission.

There were no questions. The Board will be asked to take action on June 19.

Health Insurance Rates

Superintendent Bridges indicated that annually the Administration reviews the health insurance rates and makes recommendations to the Board. Brad Cauffman reviewed the four proposed changes.

1. No increase to the Medical, Rx, Vision and Dental Insurance rates for the plan year January 1, 2018, to December 31, 2018.
2. Adding behavioral health coverage under Teladoc to help support the social and emotional welfare of staff and the new Wellness initiatives.
3. Wellness & Well-Being Incentives for 2017/18 of cost of \$3,000.
4. Change the HSA deductible for single coverage from \$2,600 to \$2,700 per year and family coverage from \$5,200 to \$5,400 per year to comply with IRS requirements.

Detailed information over the last 10 years is included in the packet.

If we trend as we have in the past, we will be ahead or break even. We will look for action at the next meeting.

Board Comment:

Committee has put a lot of effort into coming up with some new things to consider and also curbing the costs.

Board Adopt-a-School and Committee Liaison Assignments

Superintendent Bridges indicated that annually the Board reviews the assignments for Adopt-a-School and Committee liaisons. They are in

BoardDocs for review.

Board questions/comments:

- Interacting with the schools is one of the more rewarding parts of being a Board member.

Contract: Better Lesson

Jen Hester indicated that the contract continues to support the implementation of the online and blended learning initiative that was approved by the Board in 2015. She highlighted some of the goals of the partnership including investing in a cohort of teacher leaders who can build capacity in other teachers and provide our own professional learning in the future. Teachers would have coaching every other week by BetterLesson coaches who are teaching in the blended learning setting as well as on-demand support from BetterLesson coaches throughout the 17 – 18 school year.

Questions/Comments from the board

- How are the teachers selected?
 - They are the teachers who will be teaching blended courses next year.
- This is a one-time coaching session for these 21 – is there the thought of doing something similar on an ongoing basis.
 - For the future we are hoping to take this cohort of teachers and we have another cohort of teachers who are teaching online and use the learning from those two areas and provide professional learning for any teacher in the district.
- How will you assess how well the teachers did in learning to become online and blended teachers.
- Teachers are developing a portfolio and it includes lesson designs and student learning outcomes.

IASB Draft Resolution

Superintendent Bridges indicated that at the annual Triple I Conference in November, The Illinois Association of School Board considers recommendations from public schools regarding position statements. Mrs. Fitzgerald has developed a position statement for the Boards' consideration.

Mrs. Fitzgerald indicated that the position statement involves giving Boards the ability to under-levy under the PTELL limits without ramifications from the State. ISBE has a position statement in this area, but it is not very specific and legislative action has never been taken to look at this issue. A few new sentences have been added to ISBE's statement to renew the debate. The Board will take action on June 19.

Board Questions/Comments:

- The committee reviews the position statements prior to the conference. If it is rejected someone would have to come to speak on behalf of it.
- IASB has had some success at times.

- The only thing this will do is save tax payers money – this is a clear benefit with no down side for them.
- The committee does have the ability to manipulate the language and send it back to the District to approve.
- Do we want to try to get an additional board to co-sponsor?
- Having more districts lined up to go in as a group will give it some more weight and support.
- We have until June 21 to get it in so we have to get other boards recruited soon.
- Specific changes – current statement allows districts to recover forever, we limited it to a three year look back. Tied to state legislative action – a budget planning process.

Discussion With
Action

Title I District Plan

Jen Hester began by noting that the purpose of Title I is to ensure that all children have a fair opportunity to obtain a high quality education and reach at minimum proficiency on state academic standards and assessments. It is an entitlement grant from the Federal government, so we all receive it, and the amount of funding the District receives is determined by poverty levels through census data. We allocate our funding based on free and reduced lunch numbers. The funds must be used to support students who are at the most risk for academic failure.

A spreadsheet showing the schools in the district that we accept funding for is in BoardDocs. We have 9 schools who qualify. Our programs are called Targeted Assistance and there are lots of regulations and guidelines for how we can use that money. We are seeking the best means possible to spend the money to support students' achievement in literacy and math.

With Every Student Succeeds, the plan has been revised and all districts are required to complete the template and get Board approval. The purpose is to ensure that we are committing to our responsibilities as a district and coordinating services and other grants that we receive so we are not duplicating efforts.

Board Questions/Comments:

- Can you please address how we are engaging families in the process of supporting the improvement goals for Title I?
 - Schools are required to write a parent involvement policy, and Districts are required to write a policy as well. Schools have included that they involve the Home and school SIP work including Title I.
 - Parents and students sign a compact that describes the services the student is receiving.
 - Teachers are responsible for communicating learning goals to parents and to keep them informed about the interventions and services the students are in. They are using many of our measures and assessments to keep track of progress.

Fielden made a motion to approve the Title I District Plan as presented. Gericke seconded the motion. A roll call vote was taken. Those voting yes: Fitzgerald,

Fielden, Gericke, Cush, Leong, and Jaensch. No: None. The motion carried.

New Business President Fitzgerald recognized Mike Jaensch since this is his last Board meeting. She presented him with a plaque and certificate for his family. She expressed her appreciation for all his hours of service, leadership and contributions. A picture was taken. Mr. Jaensch indicated that it has been a great 10 years. Most of his service to the District was after his own children graduated. It has been a privilege and honor to work with everyone. His fellow Board members are all doing this for the right reasons. There is a great staff and the Board did a great job in hiring the Superintendent. The District is in good hands.

Old Business

Upcoming
Events

- June 7, 2017 - PSAC End of the Year BBQ
- June 19, 2017 – Board of Education Meeting
- July 10, 2017 – NEF Founders Classic Golf Outing
- July 17, 2017 – Board of Education Meeting

Adjournment

Cush made a motion seconded by Fielden to return to Closed Session at 8:05 p.m. for the purpose of:

- 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).
- The selection of a person to fill a public office, as defined in the Open Meetings Act, including a vacancy in a public office, when the public body is given the power to appoint under law or ordinance 5 ILCS 120/2(c)(3).

A roll call vote was taken. Those voting yes: Cush, Leong, Jaensch, Fitzgerald, Fielden, and Gericke. No: None. The motion carried.

Approved July 18, 2017

Kristin Fitzgerald, President
Board of Education

Ann N. Bell, Secretary
Board of Education