

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 6, 2016 AT 7:00 P.M., CLOSED SESSION 5:00 p.m.

Call to Order	<p>President Terry Fielden called the meeting to order at 5:00 p.m. Board members present: Terry Fielden, Jackie Romberg, Susan Crotty, and Mike Jaensch. 5:01 Kristin Fitzgerald. 5:19 Donna Wandke.</p> <p>Administrators present were: Dan Bridges, Superintendent; Brad Cauffman, Chief Financial Officer; Carol Hetman, Chief Human Resources Officer; Bob Ross, Assistant Superintendent for Secondary Education.</p> <p>Romberg moved, seconded by Fitzgerald to go into Closed Session at 5:00 p.m. for consideration of:</p> <ol style="list-style-type: none">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 setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).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.
Meeting Opening	<p>Crotty made a motion, seconded by Romberg to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Fielden, Jaensch, Romberg, Crotty and Wandke. No: None. The motion carried.</p>
Meeting Opening	<p>Welcome and Mission</p>
Roll Call	<p>Board Members present were: Kristin Fitzgerald, Donna Wandke, Terry Fielden, Mike Jaensch, Susan Crotty and Jackie Romberg.</p> <p>Administrators present: Dan Bridges, Superintendent; Bob Ross, Assistant Superintendent for Secondary Education; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Kitty Ryan, Assistant Superintendent for Elementary Education; Jen Hester, Chief Academic Officer; Christine Igoe, Assistant Superintendent for Student Services; Tim Wierenga, Assistant Superintendent for Assessment; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer; Roger Brunelle, Chief Information Officer; Michelle Fregoso, Director of Communication.</p>
Pledge of Allegiance Recognition	<p>Board members led the Pledge of Allegiance.</p> <p>Superintendent Bridges indicated that the Summer School program started today. All in all it was a great first day of summer learning.</p>
Public Comment	<p>None</p>

Action by
Consent

The following items were presented on the Consent Agenda:

1. Adoption of the Personnel Agenda

Appointment – Administration

Megan Ptak, July 1, 2016, JJHS, Principal

Resignation – Certified

Jillian Clarke, August 14, 2016, NNHS, School Psychologist

Appointment – Certified (Full Time)

Laura Bass, August 15, 2016, Maplebrook, LRC Teacher

Melissa Biles, August 15, 2016, NNHS, ELL

Alexandra Briggs, August 15, 2016, Naper, 3rd Grade

Shannon Carrico, August 15, 2016, Mill St., 5th Grade

Margaret Daly, August 15, 2016, Maplebrook, 2nd Grade

Kathryn DeAngelis, August 15, 2016, PSAC, Occupational Therapist

Kelsey Gierzynski, August 15, 2016, Naper, 1st Grade

Laura Hyzy, August 15, 2016, Beebe, 4th Grade

Katherine Katsenes, August 15, 2016, NNHS, Science

Angela Magnuson, August 15, 2016, Maplebrook, 1st Grade

Kathleen McGovern, August 15, 2016, Highlands, 1st Grade

Michael Piechocinski, August 15, 2016, NNHS, Learning Behavior Specialist

Emily Schmitt, August 15, 2016, PSAC, Supervisor of Speech-Language

Michael Schultz, August 15, 2016, NCHS, Science

Heather Simmelink, August 15, 2016, PSAC, Occupational Therapist

Elizabeth Sutton, August 15, 2016, Highlands, 1st Grade

Brooke Ulrich, August 15, 2016, NNHS, Foreign Language-Spanish

Brigid Walsh, August 15, 2016, NNHS, Science

Holly Welsh, August 15, 2016, NNHS, Social Science

Stephanie White, August 15, 2016, Elmwood, Dual Language Kindergarten

Appointment – Certified (Part-Time)

Christina Brown, August 15, 2016, MJHS, School Psychologist (50%)

Robert Lugiari, August 15, 2016, NCHS, Social Science

Revised Contract Pt

Yinhui Liao, August 15, 2016, NCHS, Foreign Language-Chinese (80%)

Revised Contract Ft

Linda Smith, August 15, 2016, Meadow Glens/ARECC, School Social Worker

Re-Employment – Certified (Full Time)

Matthew Callaghan, August 15, 2016, NNHS, Business Education

Kimberly Kedziora, August 15, 2016, NCHS, Science

Jeremy Lin, August 15, 2016, NCHS, Communication Arts

Sara Smith, August 15, 2016, NNHS, FACS

Re-Employment – Certified (Part-Time)

Michael Forde, August 15, 2016, NCHS, Science (80%)

Employment Of Interns

Kevin Dalton, May 31, 2016, PSAC, Community Relations Intern

Julie Park, May 31, 2016, PSAC, Community Relations Intern

Extend Leave Of Absence – Certified

Kathryn Lawler, Full Yr. 2016/17, MJHS, PE

Resignation Of Non-Union Classified

Russ Blevins, May 27, 2016, Technology, Senior Support Analyst

Retirement – Classified

Terri Zawiski, June 1, 2016, KJHS, Senior Secretary

Richard Johnson, June 30, 2016, NCHS, Groundskeeper
Carol Buban, May 13, 2016, PSAC, Student Services Secretary
Mary Krist, August 15, 2016, River Woods, Instructional Assistant

Resignation – Classified

Bridget Fleming, May 25, 2016, MJHS, Special Education Assistant
Kim Liska, May 25, 2016, Meadow Glens, 3-5 Instructional Assistant
Sarah Siegler, July 14, 2016, Meadow Glens, Special Education Assistant
Brittany Hayes, May 25, 2016, Mill Street, Special Education Assistant
Karly Miller, May 26, 2016, Mill Street, Special Education Assistant
Kelsey Gierzynski, August 14, 2016, Naper, Instructional Assistant
Alice Biddison, May 31, 2016, NCHS, Department Secretary
Charles Voss, August 16, 2016, NCHS, Special Education Assistant
Holly Welsh, August 14, 2016, NNHS, Special Education Assistant

Employment – Classified

Eileen Cruz, June 20, 2016, NCHS, Department Secretary
Toni Tardy, August 5, 2016, NCHS, Attendance Secretary
Mary Quinlan, June 20, 2016, PSAC, Senior Secretary
Rickie York, May 24, 2016, Transportation, Bus Driver

Military Leave Of Absence

Mike Jelinek, 8/15/16 – 5/30/19, NNHS, Social Science

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

Superintendent Bridges announced that with the approval of the Consent Agenda, the Board appointed Megan Ptak as the next principal of Jefferson Junior High School. He indicated that the Administration is excited to have her on the team and welcomed her to D203. Mrs. Ptak introduced her family and thanked the Board for the opportunity to join D203 and work with the Jefferson community.

Student
Ambassador
Report

Superintendent
Staff/School
Report

School Improvement Plan – Maplebrook Elementary School

Superintendent Bridges introduced Ryan DeBora, Principal at Maplebrook. He indicated that they made great progress during the school year that just ended. He began by giving some background about Maplebrook. The school was built as an “open school” with no walls; free standing storage units are used to create sight and sound barriers. Their Rising Star team is a cross section of staff. They have worked together for two years with their focus on removing barriers and supporting student achievement and growth. He reviewed the Rising Star indicators. This year they had an all staff professional learning with a book study to dive deep into effective use of multiple forms of data. Their PLC communities applied their gained knowledge to help make informed decisions on how to best support students. He showed a video of a 5th grade math class using flipped learning which highlights some of the opportunities available to students through digital learning.

He noted that the demographics have changed. This provides chances to create differentiated culturally responsive opportunities to support the strengths of each student. He reviewed some of the test data noting that they are anxious to see results from this year's testing in comparison with last year. Ten new staff members will be joining the Maplebrook community. Their building based new staff induction process will ensure that the new staff has all the tools they need to work toward lifting barriers. He reviewed several programs in place that support the environment of the school Rising Star indicator that is mostly completed: Sunshine Committee to welcome new students and WatchDOGS father/father figures that come in to volunteer. Last August they had an activity to help onboard the new principal where they shared feedback as to the needs of Maplebrook. Their new indicator will ensure that students have the supports they need to be successful from an academic, physical, social, emotional and behavioral standpoint. The use of TIENET will help define and monitor individual and group academic and behavioral intervention plans. This system will offer responses to student needs from one year to the next. Moving forward Maplebrook will continue to meet the needs of individual students and ensure their success.

Board Questions/Comments:

- Open classrooms are used as a positive. How are they working now?
 - Success is from within the pod itself where the students can move from room to room.
 - They do have some feedback that it would be nice to have some walls, but students enjoy being able to move from room to room.
- Can we have some more detail about using TIENET for all students?
 - TIENET is a software program that teachers can put in individual students programs with interventions being done.
 - Data is transferred from one year to the next and level to level.
 - Professional learning on how to use it and when it is appropriate to use has taken place.
 - It is used for academics first and then the social emotional aspect.
 - The key is that all staff will have access to the program and respond appropriately.
 - This is a huge piece for differentiation.
- Are you noting any impact on growth with the flipped classrooms?
 - It depends on the content – teachers meet weekly and PLC provides an opportunity to discuss what strategies we are using and what would result in more results.
- Seems like you have been here a lot longer than one year.

Teacher Evaluation Update

Superintendent Bridges noted that the Administration and the Association have worked collaboratively to comply with the requirements for performance evaluation under the Performance Evaluation Reform Act (PERA). Tim Wierenga, Carol Hetman and Jen Hester gave an update on the PERA requirements and how they have been implemented in D203. The presentation focused on certified staff evaluation. Prior to creating the PERA Joint Committee, an Evaluation Committee worked to comply with state

requirements and make changes to the evaluation system. Under PERA, districts are required to use an evaluation system that incorporates student growth measures. A Joint Committee composed of equal representation from the administration and the association was created as required. The committee applied information from their research and work to develop an evaluation plan. They worked to determine how to define and measure student growth and how to incorporate student growth into the evaluation model. The tasks that the Joint Committee had to complete were reviewed and key vocabulary was explained. Specific decisions made by the committee were outlined. The evaluation timeline begins in August with the review of the previous year's data. Data reviews occur in October and February. At the end of the year, staff reviews data from the whole year and uses it to make improvements for the next year. Three modules of professional learning were delivered at the buildings beginning in the fall of 2015 and concluding in May of 2016. They were scripted so all leaders and teachers heard the same information. Professional learning will continue in August with job embedded learning.

Board Questions/Comments:

- Cannot overstate the value of a teacher and that the cumulative effect of teachers who are above or below the median is huge.
- What are the key reasons you chose this model?
 - One of the most important points is professional practice.
 - In the committee there were a lot of discussions about professional practice as the means to which we achieve the growth.
 - The decision was collaborative.
 - It promotes our professional learning practice.
 - It makes the work manageable.
 - Balance assessment common goals integrate with the student growth process.
 - With open classrooms, teachers can share all the students so in closing the gaps they all work together.
- What happens to a teacher who you are struggling with?
 - We ran scenarios on that; there are measures in place for teachers who need remediation.
- 75% goes to the summative, 25% is student growth.
 - We set up a system for points in a matrix – the points are weighed in a mathematical formula.
- How does it help with recruiting teachers?
 - The model with its focus on professional practice is easy to understand.
 - The professional learning starts at the very beginning of being hired.
 - In the spirit of collaboration, the approach is on growth for the student and teachers.
- What do you see as the second generation – how will we tweak it and make it better?
 - We know our next steps from collecting data.
 - We are having conversations about what professional learning will look like.
 - For growth, we have to be sure the growth model meets the guidelines we used when we set out to do this work.

- We have had an Evaluation Committee that has worked together for years prior to PERA and the Evaluation Committee will continue to work in August.
- It will change the way report cards will look. Standards Based Reporting ties into it and it will make sense and will flow together.
- Will the same people be on the evaluation committee to analyze if our model is working?
 - There is a high level of commitment with the people on the committee; most of them wanted to be on the PERA Committee.
- In October of 2016, individual teacher detail will be available. What are the talking points for the teachers and counselors?
 - There will be concerns; communication will be very important.
 - We will work with NUEA to develop a communication plan.
- It is clear that the right leaders are at the table.

Seal of Biliteracy

Jayne Willard and Marion Friebus-Flaman presented information about the Illinois State Seal of Biliteracy and Commendation toward Biliteracy. It has been approved by the Illinois State Board of Education. The Seal of Biliteracy is a recognition given to graduating high school students who have demonstrated a high level of proficiency in English and in reading, writing, listening and speaking in another language. The State Commendation toward Biliteracy is a recognition given to graduating high school students who have demonstrated significant progress toward achieving a high level of proficiency in English and in reading, writing, listening and speaking in another language. The recognition is designated on students' diplomas and transcripts. School district participation is not required, it is optional. The Seal recognizes students who have achieved at a higher level while the Commendation recognizes students on a more general level. In both situations, standardized assessments will be used to determine the award. Portfolios will be used for languages that there are not assessments for. This has the potential to increase the amount of students who will seek to achieve Bilingualism and Biliteracy. Universities are beginning to recognize the Seal of Biliteracy by offering more scholarship money and college credit. NIU already recognizes students who have earned the Seal, and other State institutions are expected to follow suit. The District must apply annually and meet appropriate deadlines. Staff will work with teachers and counselors to be sure students are made aware of the Seal and the process to achieve it. 54 school districts in Illinois have applied to award the Seal.

Board Questions/Comments

- Which students will be recognized for this?
 - Students in foreign language classes and ELL students. It will be based on testing.
- How do you determine proficiency in a second language? What measurements will you use?
 - We will use the Actfl assessment. We will work with the testing coordinators at both high schools to determine when the test will be given.
- What are we using to determine English?

- We have various assessments that we can use.
- We also use portfolios.
- Is there a cost analysis on this?
 - Most often the students are already taking the tests.
 - We can implement this at a very low cost.

President's
Report
Board of
Education
Reports
Discussion
Without Action

2016 – 2017 Budget Workshop

Superintendent Bridges indicated that this is a continuation of the budget conversations. He attended a LUDA conference where Governor Rauner spoke about the lack of a budget in place. There is no budget for K – 12 education. Our budget does assume State funding; however, we have begun to identify some areas in our budget where we could cut back if we do not get the funding. There are some districts that might not be able to open their doors without State funding. Department leaders have worked with Brad Cauffman to identify some areas where additional reductions can be made to the budget. If the Board recommends the changes, they will be incorporated into a new budget for approval on June 20. There were no objections; the Board is in favor of adopting the changes.

Questions/Comments from the Board

- Glad about the proposed reductions; appreciation for being heard and the combined effort.
- Indicate to the community that these were not just funds that we were going to spend because they were there; just looking at it in a different way.
- Support the changes even late and just before the hearing on June 20.
- We are in good shape. If we have to make cuts, the more accurate the budget is, the easier it will be to see where we can reduce.
- Glad that we are preparing ahead in case the State does not have a budget.
- The budget crisis is very real; we have had many years of good financial management.

Superintendent Bridges indicated that we need our legislators to support education so that all districts can open. We are in a better place than some other districts, but it will negatively impact all school districts and we need to be prepared for it.

Policy Review: First Reading Policy 7.15, 7.20, 7.60, 7.70, 7.90, 7.130, 7.134

Superintendent Bridges indicated that Bob Ross would be working on policy since Kaine Osburn is no longer with the District. He noted that we will pull Policy 7.130, Student Rights and Responsibilities for further review to be brought back to the Board at a later date.

7.15, Student and Family Privacy Rights

Revisions consistent with prohibiting the selling or marketing of student information. We will not sell any information.

Question/Comments from the Board:

- How does that reflect on the military and sharing that information?
 - People can opt out, we will check on that.
- Is there anything that needs to be added or clarified that we will not allow our applications to collect information?
 - Our Google is secure.

7.20, Harassment of Students Prohibited

Assigns Chief Human Resources Officer and Chief Operations Officer as complaint managers. Aligns classes of protection to those outlined in other policies and statute. Includes a new cross reference.

Question from the Board:

- Why don't we reference cyber bullying in this policy but it is in other policies?
 - We will add cyber.

7.60, Residence

Revises sections related to military families and the District challenging a residency status. The proposed language aligns with the law.

7.70, Attendance and Truancy

Minor/no revisions. Updated cross-references.

7.90, Release During School Hours

Revises language to affirm actions of custodial parent/guardian. Has additional language that is more specific.

7.130, Student Rights and Responsibilities

Broader introductory language about rights and responsibilities. Definition of non-instructional time for the purposes of this policy.

7.134, Divorced Parents

No proposed revisions – no PRESS version, District policy.

The revisions will be made for approval on June 20.

Purchase of District-wide Firewalls

Superintendent Bridges noted that within the FY2017 budget the IT department has planned for the replacement of the District Internet Firewalls. Due to the significant amount of internet traffic that goes through our district daily, the firewalls are critical to our IT Infrastructure. The IT department budgeted for the lease of firewalls over a 4 year period starting with their FY17 budget. A portion of this equipment is eligible for E-rate funding which would be requested annually over the same 4 year period. Our E-rate consultant has advised that with changes to how E-rate is handled our future funding requests would likely be less than current funding levels. We would like to take advantage of a guaranteed E-rate reimbursement. The IT department has determined they have the funds available within the FY16 budget and recommends purchasing the portion of the firewall equipment that is eligible for

E-rate discounts outright, as opposed to leasing.

Board Question:

- Why is it exempt from bidding?
 - Technology is exempt because of the difficulty to line up specific items. We did an RFP.

Discussion With
Action

A Resolution Authorizing the Sale of Real Estate between the Naperville Community Unit School District #203 and Hobson Cooperative Nursery School d/b/a Hobson School.

Superintendent Bridges noted that the Hobson Cooperative Nursery School has leased Hobson School from the District many years. Administration has determined it is in the best interest of the District to sell the Hobson School to the Cooperative, which is authorized pursuant to Illinois School Code 105 ILCS 5/32-4. The documents have been prepared by the District's attorney. The closing is anticipated to take place in late June at the Chicago Title Company. Fitzgerald made a motion to approve the Resolution Authorizing the Sale of Real Estate between the Naperville Community Unit School District 203 and Hobson Cooperative Nursery School d/b/a Hobson School. Romberg seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Wandke, Fielden, Jaensch, Fitzgerald and Romberg. No: None. The motion carried.

Board Questions/Comments:

- The Dupage Forest Preserve has the first right of refusal, correct?
 - The Hobson Cooperative Nursery qualifies for purchase because they are not for profit, they have leased for more than 10 years and the building is being used for educational purposes.
 - The Forest Preserve has the first right to purchase the land. If the Forest Preserve does not desire it, the Hobson Preschool would work with D203.
- The woods have already been transferred to the forest preserve and it is a very small lot.

Recommendation to Approve Successor Collective Bargaining Agreement with the Naperville Unit Education Association (NUEA)

Superintendent Bridges indicated that the Board of Education and the Naperville Unit Education Association have agreed on a tentative contract. It is a three year contract that represents a very collaborative process to ensure that D203 attracts and retains the best educators while being fiscally responsible.

Board Questions/Comments:

- It is noteworthy that the pattern continues of being forward thinking.
- Appreciate the collaboration about coping with the State position.
- It is a testament to both sides,

Romberg made a motion to approve the Successor Collective Bargaining Agreement with the Naperville Unit Education Association (NUEA). Crotty seconded the motion. A roll call vote was taken. Those voting yes: Wandke, Crotty, Jaensch, Fielden, Romberg and Fitzgerald. No: None. The motion

carried.

Mark Bailey, President of the NUEA indicated that the contract honors the staff and the community.

Election of a Vice President for the Board of Education

Board Comments:

- Request for discussion about waiting to vote on a vice president until they appoint the new Board member.
- It is appropriate to vote now – we need to step forward and be whole before a new member is put in place.
- The new member would not know the Board and the personalities of each of them, and would likely abstain from voting.
- Board policy indicates that a vote is appropriate.

Terry Fielden nominated Mike Jaensch. (A second is not required on this vote) A roll call vote was taken. Those voting yes: Romberg, Crotty, Fielden, Jaensch, and Fitzgerald. No: Wandke. The motion carried.

It was noted that Mike Jaensch has really worked to reestablish communication and it is appreciated.

Adopt a Motion to Suspend a Teacher Without Pay

Wandke moved to approve the recommendation to suspend teacher, Christine Loveday (Taylor), without pay. Romberg seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Jaensch, Crotty, Fitzgerald, Fielden and Wandke. No: None. The motion carried.

New Business

Old Business

Upcoming

Events

- June 20, 2016, Board of Education Meeting
- July 18, 2016, Board of Education Meeting
- August 1, 2016, Board of Education Meeting
- August 12, 2016 New Educator Breakfast

Adjournment

Crotty made a motion at 8:45 p.m., seconded by Romberg to return to Closed Session for the purpose of:

- 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).

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

Approved

June 20, 2016

Terry Fielden, President
Board of Education

Ann N. Bell, Secretary
Board of Education