

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.  
MARCH 5, 2018 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

- Call to Order President Kristin Fitzgerald called the meeting to order at 6:00 p.m. Board members present: Kristin Fitzgerald, Paul Leong, Donna Wandke, Kristine Gericke, and Terry Fielden. Janet Yang Rohr at 6:04 p.m. Absent: Charles Cush.
- Administrator present was: Dan Bridges, Superintendent.
- Fielden moved, seconded by Wandke 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 public body and its employees or their representatives 5 ILCS 120/2(c)(2).
- Meeting Opening Wandke made a motion, seconded by Fielden to return to Open Session at 7:02 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Fielden, Wandke, Leong, Yang Rohr, and Gericke. No: None. The motion carried.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Kristin Fitzgerald, Janet Yang Rohr, Paul Leong, Terry Fielden, Donna Wandke, and Kristine Gericke. Absent: Charles Cush
- Student Ambassadors Absent:  
Vanessa Eklou, NCHS  
Preston Chao, NNHS
- Administrators present: Dan Bridges, Superintendent; Bob Ross, Chief Operating Officer; Chuck Freundt, Assistant Superintendent for Elementary Education; Jen Hester, Chief Academic Officer; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Marcy Boyan, Chief Financial Officer; Carol Hetman, Chief Human Resources Officer; Michelle Fregoso, Director of Communications.
- Pledge of Allegiance Board members led the Pledge of Allegiance.
- Good News Superintendent Bridges indicated that the National Merit Scholarship Corporation announced that 34 students from D203 are finalists in the National Merit Scholarship Program. The students now have the opportunity to continue in the competition for 7,500 scholarships worth about \$32 million that will be offered in the spring. Congratulations and best wishes to the students.
- Public Comment None

Action by  
Consent

The following items were presented on the Consent Agenda:

**1. Adoption of the Personnel Report**

**Appointment- Administration**

Melanie Brown, June 1, 2018, PSAC, Director of Finance and Business Services

**Leave of Absence-Certified**

Melanie Reicher, 2018-19 School Year, MJHS, Science

**Retirement – Classified**

Carol Zadurski, August 31, 2018, Transportation, Bus Driver

**Employment – Classified**

Karisa Marrello, February 26, 2018, NNHS, Computer Support Associate

Kenan Yargicoglu, March 5, 2018, NCHS, Computer Support Associate

**2. Bid: Bus Purchase for 2017 – 2018**

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

Communications  
Superintendent  
Staff/School  
Report

**School Improvement Plan – Washington Junior High School**

Superintendent Bridges invited Jon Vogel to present an update on the School Improvement Plan at Washington Junior High School. Mr. Vogel indicated that their SIP focuses on closing achievement gaps with identified subgroups and ensuring all students grow academically, socially and emotionally. There are 645 students in grades 5 – 8. 5<sup>th</sup> grade is in its second year at WJHS with a very successful transition. 5<sup>th</sup> graders are part of the junior high culture while still maintaining an elementary experience. They take part in all assemblies, concerts, intramurals, and are on the Student Council. The SIP team is representative of all levels.

The School Improvement SMART goals were updated based on last year's PARCC scores. The Rising Star indicators, chosen by the School Improvement Team support the School Improvement goals and are identified priorities that streamline the work of the PLCs. He reviewed some of the PARCC assessment data for ELA and Math indicating that overall the scores are steady with some gains in targeted subgroups. The data includes 2 sections of 5<sup>th</sup> graders. The gains are attributed to several initiatives that have been put in place like co-teaching and PLCs. Additionally; struggling students receive extra supports that are monitored for effectiveness. Performance Series data was shared. The growth of the Hispanic student group in ELA was not satisfactory so the current interventions will be re-evaluated and monitored to work to close that gap. Students who are receiving the hybrid approach to strategic programming are outpacing the school average which shows that this is making a significant impact on closing the gaps. Mr. Vogel thanked the Board for their commitment to students by allocating a full-time Student Services Coordinator. Coaching of special education teachers and co-teaching has already showed benefits. Professional Learning Communities (PLCs) meet weekly and focus on data driven discussions to improve instructional practices, student growth and achievement. Mr. Vogel sited several STEM learning

experiences including the new science curriculum and their hour of coding as part of National Computer Science Education Week. The renovated Learning Commons is used for many literacy events and has become a dynamic learning environment for students. The District's new Social Emotional curriculum is being implemented using resources provided by student services to be sure students feel comfortable, happy and successful in school. The parent community is actively supporting WJHS also through Home and School, Parent Resource night, Principal's coffees and the Veteran's Day Ceremony to name a few. Looking ahead, they will continue to improve social and academic growth for all learners. They will expand supports for differentiation and continue to evaluate the effectiveness of all school programming.

#### Board Questions/Comments

- Please explain the Strategic Programming - what you are doing and how you are accomplishing the results.
  - There are three different forms of strategic programming.
  - There is a pull out for reading and math that occurs during the elective time, push in program during reading or math and co-teaching. We have seen some good results.
- Special Ed group dropped significantly on the PARCC ELA and Math in 2016 and then rebounded. Any ideas why?
  - We have done more co-teaching over the last few years.
  - We grouped the students differently for PARCC testing.
  - We are putting in interventions that are targeted for the kids that need the services.
  - Also 1/3 of the population changes each year.
- Can you talk about the 5<sup>th</sup> graders that are at WJHS and why they are there and preserving the 5<sup>th</sup> grade experience.
  - Two years ago the enrollment capacity space at Naper presented a challenge. 5<sup>th</sup> graders were relocated to WJHS because they had the space with a little facility modification.
- The experience piece, are there cultural things you try to do?
  - In maintaining the elementary experience within the junior high setting, they wanted the students to feel like part of the culture so they made small changes in several ways.
  - 5<sup>th</sup> grade students arrive at school a little later so announcements were moved to 2<sup>nd</sup> period so the students would hear them.
  - They chose their own team name for sports - Bobcats.
  - They take part in all school assemblies.
  - They are in clubs and are part of activities.
  - They are on Student Council.
- You mentioned that you were not satisfied with the reading growth on Performance Series. Was that specifically with regard to the Hispanic sector?
  - We were looking to see the Hispanic growth higher.
  - We are pleased that the sub group growth outpaces our school average; that is a good sign that the gap is closing.
  - The true test will be PARCC in spring and Performance Series.
  - We are feeling positive about the spring results.

## Five Year Financial Forecast Update

Marcy Boyan indicated that at the request of the Board, we reconvened the Citizens Financial Advisory Committee to discuss fund balance guidelines and provide feedback to administration and Board liaisons. The recommendation is that we maintain our current fund balance policy. Additionally, they recommend that an administrative procedure be created to provide outline guidance. The 6 – 9 month range for reserve fund balance was deemed satisfactory.

### Board Questions/Comments:

- In observing the meeting, the committee was very supportive of the 6 to 9 month fund balance.
- Outline guidance should be stated in an administrative procedure rather than in the policy itself.
- They like the programming and they like that we are being practical.
- It was a good discussion, an efficient, productive meeting.
- The discussion indicated that 6 – 9 months seems to be the right time frame. We can discuss this as the 6 or 9 months approach.
- The committee was thanked for responding immediately and being willing to step up. It is a testament to the great community.

President's  
Report

Board President Fitzgerald noted that we are continuing with discussions around House Bill 4958. We were asked to produce talking points; they have been forwarded to the Board. We will find out the level of controversy there is likely to be by March 8. We will undertake meetings with selective members to try to gain additional support.

Board of  
Education  
Reports  
Discussion  
Without Action

Terry Fielden indicated that the DuPage Division Dinner is tomorrow evening.

### **Resolution: Transfer of Funds for Debt Abatement**

Marcy Boyan indicated that the Administration's recommendation is to approve a resolution to transfer monies from the Education Fund to Debt Service Fund to provide funding in lieu of the 2017 debt service taxation. Superintendent Bridges indicated that the discussion has been ongoing since last year and we are now in a position to follow through. We will be asking for action on March 19, 2018.

### **Debt Service Levy**

Marcy Boyan indicated that annually, the Board has the option to abate all or part of the debt service levy if it is determined that the District has adequate resources to make the required bond payments without the tax levy. Members of the Citizens Financial Advisory Committee were unanimous in support of the Administration's recommendation to abate the debt service levy. The Board will be asked to take action on March 19, 2018.

### Board Comment:

This is testament to the ongoing fiscal responsibility of the District that put us in the position to abate.

### **Authorization to Reduce 2017 Aggregate Extension**

Marcy Boyan indicated that the recommendation is to authorize the CFO to receive, review and if directed to by the Board of Education, reduce the Education Fund extension after the PTELL limitations have been established. Superintendent Bridges indicated that we have had multiple conversations regarding potential reduction or abatement of the levy. A lot of conversation and action has been taken by the Board to be fiscally responsible. He noted several things the Board has done including abating the debt service levy multiple times and projecting to abate into the future too. Property tax is the most reliable source of funding we get especially in terms of the uncertainty of the State. We have looked at multiple scenarios that incorporate the state's potential of a tax freeze and the shift of the cost of the pensions from the state to the local school districts. Additionally the Board has expressed an interest in gap closing measures. He indicated that he is concerned about an additional reduction in abatement of the levy and what it does to us in the long term since this is money we cannot recapture and will impact us in the out years. He indicated that due to the level of uncertainty in the State funding, he is not comfortable recommending abating any more than \$1 Million out of the full levy. He could support the full levy, but if the Board wishes he could support \$1 Million, with caution. Mrs. Boyan noted that she echoed the Superintendent's comments and that our efforts are true with efforts to be fiscally responsive.

#### **Board Comments/Questions:**

- A conservative approach is always best since we are a tier 4 district so we probably will not see any new money from the State.
- They will look at fund balances across the state.
- We want to provide some relief to tax payers if possible.
- Agree with \$1 Million. It gives us some flexibility.
- Additionally, we have a good capitol plan in place that we might want to take a look at. Our buildings are aging and improving our learning spaces will require more capitol.
- We have looked at multiple scenarios, and we are still staying with in the 6 – 9 month guideline, are you more comfortable at 9 months?
  - We collect ½ of our taxes in mid-June.
  - We still have not projected any program changes.
  - Once we have guidance on revenue we will be looking at our programs.
  - Projections hold programming as it is, nothing to improve the quality of instruction.
  - We need to look at the course of the full year.
  - We are more comfortable with being very conservative.
- Glad to be able to entertain the abatement of \$1 Million. There is a lot of uncertainty with the State.
- Hopeful that our legislation will go forward so we can look at additional savings beyond \$1 Million.
- Hopeful that abating \$1 Million will do a little for taxpayers and it keeps us safe if there were to be a property tax freeze.

- Going forward we will recommend \$1 Million.
- The Board is trying in good faith to be good stewards of the district funds. It is years and years of good stewardship that leads to this kind of decision.

### **6 – 12 Fine Arts and Social Studies Curriculum**

Jayne Willard provided a review of the curriculum development process. The first phase is content research and deep learning of the components, rigor and structure of the Illinois Learning Standards. Phase 2 is where the bulk of the curriculum development takes place. Unit maps are developed to articulate what students will know and be able to do within the year and across all grade levels. In phase 3 unit map development continues with more specifics identified. Professional learning is also identified. In phase 4 the curriculum is implemented, feedback gathered, revisions made, and additional resources and assessments are identified and implemented.

Jennifer Donatelli indicated that the recommendation is for the adoption of new yearlong curriculum maps for Social Studies, Art and Performance Music. The State adopted new standards for social studies with the vision of producing graduates who are civically engaged, socially responsible, culturally aware, and financially literate. The new standards are categorized into the disciplines of history, geography, civics, and economics. We are working to develop curriculum maps that give students varied course offerings in each discipline. Students begin by taking history or geography and then they are provided a variety of choices based on their interest.

Additionally, the State adopted new Illinois Arts Learning standards. They identify what is important for students to know and be able to do in the artistic disciplines of visual arts, media arts, and music. They provide a foundation for students to engage in the artistic process, create and perform original work, and construct meaningful interpretations of both artwork and musical pieces. Curriculum unit maps are being developed for art, band, orchestra, and Junior High and High School vocal music. The Board will be asked to take action on March 19.

#### **Board Questions/Comments:**

- It is fascinating to understand how the standards are implemented and what kinds of things are required of the students.
- It takes many hours of diligent work to correlate and look at all the standards.
- Teachers have worked hard on this; the collaboration goes well beyond just meetings and observations.

#### **High School Courses**

The new high school course recommendations include 7 new courses. They are:

- Business Accelerator
- Veterinary Science
- Film & Video Arts 2
- Spanish for the Professions

- Spanish Film & Literature
- World History
- Quantitative Literacy with Statistics

Specifics of each of the classes were reviewed and course name changes explained. The Board will be asked to take action March 19.

Board Questions/Comments:

- Pleased to see Veterinary Science being offered and Film being increased. There is a lot of career potential for students.
- Will Discrete Math be offered next year?
  - It will be offered next year through COD so students can gain college level credit.

### **Instructional Resources**

The recommended instructional resources were reviewed. It was noted that the identified resources are being recommended to support curriculum and to refresh dated curricular materials. They have been reviewed and evaluated by teachers and administration. They will support the new K – 5 science curriculum and new 6 – 12 social studies curriculum as well as provide reading materials for differentiation opportunities for students. The Board will be asked to take action on March 19.

Board Questions/Comments:

- Appreciate the explanation about feedback teachers are giving and how they are feeling about the resources.

### **EC – 8 Certified Staffing Projection**

Superintendent Bridges indicated that annually, the Administration reviews the staffing projections. Chuck Freundt presented information comparing actual staffing for 2017 – 2018 to projected staffing for 2018 – 2019. The projection is for an increase of 4.71 FTE due to a projected increase of elementary students as well as an increase in students who require special services. Next month the administration will provide high school and District special education staffing projections. The Board will be asked to take action on March 19.

### **Board Resolution**

Superintendent Bridges indicated that the Resolution that was drafted captures the support that the Board was intending to show. It is being reviewed by legal counsel.

Board Questions/Comments:

- It is concise and easy to read and drives home the point of extending sympathy to the students. Additionally, they are adults and are able to speak up on their own behalf.
- In writing it there was a balance of a few considerations supporting the students and expressing sympathy.
- It supports advocacy.
- These are future leaders.

- They are going to be voting if not already. It is important to be advocates for the kids even if they are too young to vote. They still have the right to speak and take part in conversations.
- Age does not matter. It is a good learning experience for them to express themselves and channel it into action.

Discussion With Action      **Approval of Resignation Agreement and General Release**  
 Fielden made a motion to approve the Resignation Agreement and General Release as presented. Gericke seconded the motion. A roll call vote was taken. Those voting yes: Fitzgerald, Wandke, Fielden, Leong, Gericke and Yang Rohr. No: None. The motion carried.

- Old Business  
 New Business  
 Upcoming Events
- March 6, IASB DuPage Division Dinner
  - March 19, Naperville Area Chamber of Commerce State of the City Luncheon
  - March 19, Board of Education Meeting
  - March 20, NEF Building a Passion Breakfast
  - March 26 – 30 Spring Vacation

Adjournment      Fielden made a motion to adjourn the meeting at 8:16 p.m. Gericke seconded the motion. A unanimous voice vote was taken and the motion carried.

Approved      March 19, 2018

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Kristin Fitzgerald, President  
 Board of Education

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Ann N. Bell, Secretary  
 Board of Education