

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 7, 2016 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

- Call to Order President Terry Fielden called the meeting to order at 5:30 p.m. Board members present: Kristin Fitzgerald, Suzyn Price, Terry Fielden, Mike Jaensch, Donna Wandke, Jackie Romberg and Susan Crotty.
- Administrators present were: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Brad Cauffman, Chief Financial Officer; Carol Hetman, Chief Human Resources Officer.
- Price moved, seconded by Wandke to go into Closed Session at 5:30 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. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
 3. The setting of a price for sale or lease of property owned by the District 5 ILCS 120/2(c)(6).
 4. Collective Negotiating matters between the District and its employees or their representatives. 5 ILCS 120/2(c)(2).
 5. 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 Crotty made a motion, seconded by Wandke to return to Open Session at 7:05 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Fielden, Price, Crotty, Jaensch, Romberg and Wandke. No: None. The motion carried.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Kristin Fitzgerald, Donna Wandke, Suzyn Price, Terry Fielden, Mike Jaensch, Susan Crotty, and Jackie Romberg.
- Student Ambassadors Absent: Kevin Angell, NCHS, and Abby Rader, NNHS.
- 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.
- Pledge of Allegiance Board members led the Pledge of Allegiance.

Recognition Superintendent Bridges noted that over the past few months, 23 students volunteered their days off school to learn ways to become better leaders by taking part in the Student Leadership Institute. Led by RPC Leadership Associates, Inc. owner Rick Lochner, the Student Leadership Institute helped the students learn how to set and accomplish goals, prepare for their future academic and professional careers, and be a leader amongst their peers. The five- course class was in partnership with the Naperville Area Chamber of Commerce and sponsored by Edgewood Clinical, Beaird Group, Fox Valley Institute, Sunrise Rotary, NICOR, Independence Capital Financial Partners, Virtutem, Naperville Bank & Trust, and The Rotary Club of Naperville.

Public
Comment
Action by
Consent

The following items were presented on the Consent Agenda:

1. Adoption of the Personnel Agenda

Leave Of Absence – Certified

Katie Jacobs, Full Year 2016/2017, NNHS, Chemistry

Revised Leave Of Absence – Certified

Brenna Verdier, Full Year 2016/2017, NNHS, French

Retirement – Classified

Gail Neckrosh, March 11, 2016, PSAC, Accounts Payable Clerk

Myzafer Shehaj, March 11, 2016, NCHS, Custodian

Employment – Classified

Michael Beese, February 16, 2016, Connections, Special Education Assistant

Anne Galkin, February 22, 2016, Connections, Special Education Assistant

Calvin McGaughy, March 1, 2016, NCHS, Custodian

Employment – Classified (Part-Time)

Sharon DiPrima, February 19, 2016, WJHS, Clerical Assistant

2. Financial Adviser Contract

Superintendent Bridges noted that within the Consent Agenda is a contract to re-establish PMA of Naperville for long-term cash management as well as short-term cash management. The Board has been discussing the change in long-term financial goals.

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

Student
Ambassador
Report

Superintendent
Staff/School
Report

School Improvement Plan – Ellsworth Elementary

Superintendent Bridges noted that every month a school principal is invited to share the highlights of their school and their School Improvement Plans. He

introduced Cheryl DeGan, Principal of Ellsworth Elementary School. Mrs. DeGan began her report by noting that it is important to understand Ellsworth's past. Many important members of the community were educated there since the first Ellsworth was built in 1879. There have been many chapters in the history of the school. Today there are 260 students of multiple ethnic backgrounds. The number of students who are low income has risen in the past few years. Two Rising Star indicators were chosen to focus on for the year: 1. Focus on Professional Learning Communities (PLCs) and 2. Fostering a safe, welcoming environment that is conducive to learning. Implementation of the Professional Learning Community has been one of the most effective strategies used to address the need for growth in reading. Teachers, Instructional assistants and a coach meet weekly to collect and analyze student data in order to differentiate learning to accommodate the needs of all students. Teachers are constantly thinking about students, looking at data and making changes to meet each child's needs. Teachers work with the Student Support Team consisting of specialists as a highly skilled resource for problem solving and instructional planning. High expectations are set and each student is held accountable. In addition to these supports, before and after school programs are offered to students. The a.m. Study Skills Academy, supported through NEF, meets three times a week with a focus on reading. After school the Reading and Math Club, comprised of 21 students in grades 1 – 5 meets to help individual students grow. Mrs. DeGan reported that the data reveals large gains in students who are "on track" in comparison to the last four years of data. She reviewed kindergarten data noting great gains in scores. Although their primary effort has been in closing the gap in reading, the data shows gains in the area of math as well. The collaborative work between all supports shows that teachers have a united front where student progress is the focus on all levels. Working toward the school environment, the social worker and school psychologist have partnered with classroom teachers to share lessons on teaching skills for academic as well as social success. Parent and community involvement are welcome and valued. Volunteer opportunities are offered. The Veteran's Day celebration is an honored tradition that has taken place for many years. The students' path to success is being paved by the caring and committed staff who set the tone for a welcoming environment where student achievement is a first priority.

Superintendent Bridges noted that Principal DeGan, a former parent, staff member and now as principal deserves credit for her leadership to bring about a culture committed for change.

Board Member Comments/Questions

- Why are there some students who did not take the ISEL?
 - Some students were out of town and one was in the hospital.
 - What other challenges are there and how are you tackling them?
 - The focus has really been on reading and the structures that have been put in place for reading carry across all subjects.
 - Mrs. DeGan's leadership has brought a sense of calmness to the Ellsworth community.
 - How are the students identified to take part in the before and after
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programs?

- Data review and teacher recommendation.
- Was there a positive response when the students were first asked to participate in the programs?
 - They did not have to sell the programs. The teachers work to make the programs fun and engaging for the students.
- Is the group of students the same all year?
 - If a need comes up for a student to participate, they are also included.
- Are you planning to do more with math?
 - Traditionally winter is harder to make a gain in math. They feel positive about the gains that have been made. Teachers are taking ownership of the data and making sure the instruction aligns with the curriculum maps and best practice.

Mid-Year Student Data Update

Tim Wierenga and Malee Farmer provided a report that gave an update on the fall and winter benchmark testing for 2015 – 2016 through the lens of both achievement and growth. A balanced assessment system is a part of a multi-level system of support with a universal screener at the beginning of the year. This will identify groups of students of concern and help to determine instructional supports for them, if they are working, and what more can be done to help. Fall testing provides an initial baseline and winter information is a checkpoint used to review, revise and improve instruction. Spring is a more in depth analysis and summative evaluation of the year's results. Several charts and graphs were explained noting that progress has been made since last year in many areas validating the focus placed on closing the achievement gap. Results from the Performance Series test, given at grades 2 – 8 three times a year were examined in depth by grade, ethnicity, low income, limited English proficiency, and IEP. It was noted that every ethnic group made progress this year as compared to last year, but there is still work to be done. This is the first year of transition from ACT to SAT; the State has selected SAT as the college entrance exam. Funding from the State has not yet been secured. We are providing a combination of assessments to prepare students for the transition. In summary, the winter data is encouraging. The focus has been on closing the achievement gap and we can celebrate the fact that the growth data for students in subgroups has been improving. We will continue to assess the needs of students through data and plan appropriate learning activities to meet those needs.

Questions/comments from Board members:

- If the State is not going to fund the SAT are we switching no matter what?
 - We are going all in for the SAT; we are preparing for both.
 - The changes that have been made to the actual SAT test bring it closer to what the ACT test looks like.
 - What is the communication to sophomore and junior parents?
 - We have started a communication plan at the high schools; they are communicating with the students and families.
 - They have planned evening events for parents.
 - What are we doing to prepare our students to be competitive globally;
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- colleges are accepting international students.
- We continue to look at ways to provide opportunities for engagement in the community and life experiences beyond the classroom.
 - Concern that our kids are not getting into State colleges.
 - Tim will work with the College and Career Centers to see how we are comparing.
 - We should always be working toward competing globally.
 - State schools get more tuition from international students
 - Are you seeing any positive trends in sub group achievement?
 - Each school is looking at those students and working to push them up in the system.
 - When we see making growth targets, are we closing the gap?
 - This data tells us that we are pushing our kids better; we will be better able to assess this with the spring testing.
 - We are never content, we want to be sure to pay attention to the progress and make sure it is steady.
 - 5th grade looks very different than the other grades.
 - Schools are very aware of the data. When we look at multiple measures, they are doing very well in 5th grade.

Food Service Recommendation

Superintendent Bridges indicated that a year ago our food service contractor opted out of their contract with D203 noting a loss of revenue that was attributed to the new guidelines of the National School Lunch Program. We went out for bid and awarded the contract to Aramark. At that time we indicated that we would look into the National School Lunch Program (NSLP) with the focus on the high schools.

Brad Cauffman reviewed in more detail the recent history of food service in the District noting several other potential causes for the financial struggles of the prior food service provider. Usage statistics were reviewed siting that 25% of all District free meals and 32% of all reduced meals are served at the high schools, however, not all students who are eligible, actively take the free or reduced lunches. If we remove the NSLP from the high schools we are estimated to lose \$275,500 in Federal funding. Our Board Policy requires that reimbursable meals follow the nutritional requirements and regulations of the NSLP. Mr. Cauffman reviewed what some other districts are doing.

Additionally, the outgoing administration in Washington has been a driving force in the recent nutrition standards and it is anticipated that some of the standards will be relaxed when the administration changes over.

Students and parents were surveyed seeking stakeholder feedback about the food service. Overall price and portion size did not emerge as much of an issue among parents as it did for students. 70% of students who took the survey responded positively to a hot breakfast option, while on average, 40% of parents expressed an interest in this option. Mr. Cauffman went on to recommend that D203 retain the NSLP at the high schools for 2016 – 2017, review the issue again next year, assess if the regulations are modified and further consider a hot breakfast option for students. Additionally, work with our current food provider to offer more appealing options for foods that still meet

the regulations.

Board questions/comments:

- Do we offer breakfast now?
 - The only breakfast items offered now are a la carte at full price.
 - If we want to offer hot breakfast, we would have to go out for re-bid, and we are too short on time for next year.
 - We will talk with NEF about extending the Fresh Start program to the high schools.
 - Independently operated means not using a third party vendor.
 - How is it working financially for the other district?
 - That specific question was not asked; they indicated that they have a strong program.
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President's
Report
Board of
Education
Reports
Discussion
Without Action

Debt Service Levy

Superintendent Bridges noted that annually the Board has the option to abate all or part of the debt service levy that was authorized by D203 voters. He indicated that the recommendation from the administration is to collect the levy and use the funds to assist in the payoff of the 2008 bonds in February of 2018.

Brad Cauffman noted that in order for the Board to determine whether or not to abate, he prepared two financial planning scenarios. He reviewed the two scenarios indicating that they reflect the best estimates of the District's financial future. The Recommendation is to collect the 2015 tax levy. Paying off the bonds in February 2018 will result in a permanent abatement, saving the taxpayers \$3.2 million in interest expense. The Administration met with the Citizen's Financial Advisors Committee in late January to discuss the situation. Citizen members of the committee were unanimous in support of the Administration's recommendation. The Board will be asked to take action on March 21.

Board Comments/Questions:

- The people on the committee are from all different fields with a wealth of information and depth of knowledge to offer in helping with decisions.
- It is the right fiscal decision to make to pay off the bonds in 2018.
- The instability of State funding is another factor to consider.
 - There is a tremendous amount of uncertainty about State funding.
 - The District has a concrete plan to pay off the bonds.
 - Hopefully the state legislatures will work together so they know what each other is doing.
 - We will have this conversation annually.
- We have abated in the past in uncertain times.
- The main goal is to pay off the bonds in 2018 resulting in a permanent abatement to the community.

EC – 8 Certified Staffing Projection

Superintendent Bridges noted that annually the Administration presents plans for certified staffing. Bob Ross indicated that the chart provided for the Board compares the current year with the projections for next year. Additionally, next month this chart will be reproduced with the addition of high school and District Special Education numbers. The Board will be asked to take action on March 21.

New Course Proposals

Jayne Willard, Assistant Superintendent for Curriculum and Instruction, Jackie Thornton, NCHS Assistant Principal and Michelle Chapman, NNHS Assistant Principal reported on the new course proposals, course title changes and courses recommended for removal. The recommendations are the result of collaboration between both high schools to more closely align their experiences for students. The course audit process was reviewed noting that all courses are examined for their endurance, leverage, readiness and relevance. The process ensures that the students are provided with rigorous courses that prepare students for the next course in the pathway while providing options of high interest to students. This fall a newly designed high school program planning guide will be introduced to help students make their course selections.

The three new courses for CTE are:

- Business INCubator
- Software Engineering 1
- Software Engineering 2

New EL Course:

- Advanced Intermediate

New Fine Arts Courses:

- Film and Video Arts
- Sculpture 2

Five new courses in PE:

- Adventure Education 1
- Adventure Education 2
- Senior Wellness
- Sports Medicine 2
- Strength & Performance

New courses in Social Studies:

- AP Comparative Government & Politics
- AP Human Geography

Course title changes include:

- From Plant Science to Introduction to Horticulture
- From American Problems in the Law to Legal Issues in American Society
- From Decades to Modern American Social History
- From Genocide to Peace and Conflict Studies
- From Sculpture to Sculpture 1
- From Computer Applications to Tech Edge

From Computer Applications 2 to Tech Edge +

Five courses recommended for removal:

Entrepreneurship

Internal Relations

Golden Age of the Mediterranean

Contemporary Legal Issues

State and Local Politics

The Board will be asked to take action March 21.

Questions/comments from the Board:

- Concern that with the alignment of both schools, it will eliminate the opportunity for students to experience teachers who have a particular passion or skill set.
 - Often a course will start at one school and grow momentum – we are allowing for flexibility.
 - There will be cases that a course will be offered at one school and students will have the opportunity to take it and be bussed from the other school.
 - Increased collaboration between the schools is a celebration.
- Have you checked with colleges to see what they are looking for?
 - We want AP classes to be available to all students; the AP Geography course is seen as an entry level AP course.
 - We do look at the number of students who actually take the AP exams.
 - Speech is not concentrated in one class, but students have it in their English classes all four years.
- The material from all the eliminated courses is covered in other courses.

Instructional Resources

Jennifer Donatelli, Director of Curriculum and Instruction, noted that in BoardDocs is a comprehensive list of all the recommended resources to refresh and update instructional materials. They have been reviewed and evaluated by teachers and administration. Greater feedback from teachers was sought to ensure that the recommendations support the new curriculum, and provide increased instructional strategies for teachers. There is a digital component to most of the recommendations that will accommodate learners at different academic levels. With the success of the new DLI program, teachers are creating digital content that mirrors our curriculum. Science resources are being field tested. A final review will take place with a proposed selection brought to the Board for approval in May.

The Board will be asked to take action on March 21.

Board of Education Meeting Calendar

Superintendent Bridges noted that in planning for next year, a draft calendar of Board meetings is in BoardDocs. Meetings are scheduled on the 1st and 3rd Monday of the month as long as students are in session, with only one meeting planned for July.

The Board will be asked to take action on March 21.

Discussion With
Action
New Business
Old Business

Upcoming
Events

- Board of Education Meeting, March 21, 2016, 7:00 p.m., PSAC
- Spring Break March 25 – April 1, 2016
- Board of Education Meeting, April 4, 2016, 7:00 p.m., PSAC
- Board of Education Meeting, April 21, 2016, 7:00 p.m., PSAC

Adjournment

Wandke made a motion to return to Closed Session at 9:23 p.m. Price seconded the motion. A roll call vote was taken. Those voting yes: Fielden, Fitzgerald, Price, Romberg, Crotty, Jaensch, and Wandke. No: None. The motion carried.

Approved

March 21, 2016

Terry Fielden, President
Board of Education

Ann N. Bell, Secretary
Board of Education