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MINUTES OF AN ORGANIZATIONAL MEETING
OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY
UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES,
ILLINOIS, HELD AT THE ADMINISTRATIVE CENTER ON
MAY 1, 2017 AT 7:00 P.M.

Call to Order

President Terry Fielden called the meeting to order at 6:00 p.m. Board members present: Mike Jaensch, Susan Crotty, Charles Cush, Jackie Romberg, Donna Wandke, Kristin Fitzgerald and Terry Fielden.

Administrators present were: Dan Bridges, Superintendent of Schools; Bob Ross, Assistant Superintendent for Secondary Education; Carol Hetman, Chief Human Resources Officer; and Brad Cauffman, Chief Financial Officer. Also present were Board members elect Kristine Gericke and Paul Leong.

Closed Session

Crotty moved, seconded by Romberg 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. 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).

Open Session

Romberg moved, seconded by Crotty to return to Open Session at 7:05 p.m. A voice vote was taken. Those voting Yes: Crotty, Fielden, Wandke, Romberg, Jaensch, Fitzgerald and Cush. No: None. The motion carried unanimously.

Board members present: Susan Crotty, Terry Fielden, Donna Wandke, Jackie Romberg, Mike Jaensch, Kristin Fitzgerald, and Charles Cush.

Administrators present: Dan Bridges, Superintendent; Bob Ross, Assistant Superintendent for Secondary Education; Brad Cauffman, Chief Financial Officer; Carol Hetman, Chief Human Resources Officer; Nancy Voise, Assistant Superintendent for Secondary Education; Chuck Freundt, Assistant Superintendent for Elementary Education; Tim Wierenga, Assistant Superintendent for Assessment and Analytics; Jen Hester, Chief Academic Officer; Christine Igoe, Assistant Superintendent for Pupil Services; Roger Brunelle, Chief Information Officer; Michelle Fregoso, Director of Communications and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

Student Ambassadors:

Anthony Molina, NCHS - Absent
Thomas Zugay, NNHS - Present

Meeting Opening

Welcome and Mission

Public Comment

Melissa Morton

Discussed the shortcomings of the District 203 Special Olympics program. She indicated that they are not looking for the unreasonable, but asking for equity with their typical peers. She cited several areas where inequities exist and noted that the Special Olympics participants are representing their schools and deserve equal treatment. She urged the Board to fix the program and treat the special needs athletes as Olympians.

Mark Bailey

Thanked Susan Crotty and Jackie Romberg for their service to this community, students and staff. He indicated that he taught Mrs. Crotty's children in grammar school and has known her for many years, including her 12 years as a Board member. He met Mrs. Romberg as they both worked on the referendum in 2007 and she has devoted 11 years of service to the Board. He thanked them both for always taking time out of their schedules to answer his questions and for their open-mindedness to listen to his thoughts and ideas and those of his staff.

Consent Agenda

1. Adoption of Personnel Report

Resignation – Administration

Debbie Doyle, June 30, 2017, Steeple Run, Principal

Resignation – Certified

Kathleen Mis, August 13, 2017, Steeple Run, Learning Behavior Specialist

Josh Murawski, August 13, 2017, NNHS, General Technical Arts

Appointment – Certified (Full Time)

Laura Burnton, August 14, 2017, LJHS, Science

Emilly Chorney, August 14, 2017, Scott, Kindergarten

Mallory Gleason, August 14, 2017, LJHS, Science

Michael Folsom, August 14, 2017, LJHS, Learning Behavior Specialist

John Stauffer, August 14, 2017, JJHS, Language Arts/Social Science

Leave Of Absence – Certified

Michelle Pitts, 09/29/17 – 05/25/18 NNHS, Spanish

Amy Hill, 2017-18 School Year, Elmwood, Kindergarten

Revised Leave Of Absence – Certified

Bethany Hurst, 01/27/17 - 04/21/17, NCHS, FACS

Retirement – Classified

Marilyn Brown, September 29, 2017, KJHS, Special Education Assistant

Penny Coffman, June 30, 2017, JJHS, Special Education Assistant

Jane Kastner, June 30, 2017, Transportation, Bus Driver

Ivzi Osmani, May 30, 2017, MJHS, Custodian

Bob Racine, July 28, 2017, Ellsworth, Head Custodian

Urszula Wojcik, May 31, 2017, NCHS, Special Education Assistant

Resignation – Classified

Mai Lin Baker, April 28, 2017, MJHS, Special Education Assistant
Sheri Krug, end of 16/17 school year, Scott, Special Education Assistant
Heather Morris, April 28, 2017, NCHS, Campus Supervisor
Jenna Ortega, April 21, 2017, NNHS, Special Education Assistant
Melissa Power, May 3, 2017, Steeple Run, Dual Language Assistant
Kurt Sommerville, May 5, 2017, NCHS, Maintenance

REASSIGNMENT – CLASSIFIED (PT To FT)

Tracy Mackh, April 24, 2017, Naper, Computer Support Associate

Employment – Classified

Kathryn Long Piper, May 1, 2017, NCHS, Literacy Center Assistant

Leave Of Absence – Classified

David Gaydos, April 24, 2017 – May 25, 2017, NNHS, Special Ed. Assistant

Kristen Regan, 8/15/17 – 12/21/17, WJHS, Secretary to AP

Addendum

Appointment – Administration

Carrie Ray, July 1, 2017, MMHS, Assistant Principal

Crotty made a motion to approve the Consent Agenda as amended in Closed Session. Cush seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Cush, Fielden, Wandke, Fitzgerald, Romberg and Jaensch. No: none. The motion carried.

Discussion With
Action

Board Agreements

Board President Fielden indicated that the format and wording of the Agreements has all been finalized. There were no changes to the content. Romberg made a motion to approve the Board Agreements as presented. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Fielden, Wandke, Romberg, Jaensch, Fitzgerald, and Cush. No: Crotty. The motion carried.

Recognition

Superintendent Bridges announced that Lexie Haskell from NCHS has been selected by the Illinois Journalism Education Association for its All-State Journalism Team. Only 11 students from Illinois were selected for this year's award. She will be honored at a luncheon in Springfield in June.

Superintendent Bridges also congratulated Jakob Myers who represented NNHS at the National History Bee and Bowl Tournament in Washington DC in April. He won the following awards: Fifth in the nation in the US History Bee National Championships; Second in the nation in the US Geography Olympiad which secured him a place on the USA team that will be competing in Serbia in August. He finished first in the International Geography Bee and will be traveling to Berlin to compete in the International Geography Bee in the summer of 2018.

Mr. Fielden invited retiring Board members to speak to the community. Jackie Romberg shared the history of how she got involved with the

District beginning with parent involvement at Prairie Elementary. She worked on the 2007 Referendum Committee and was appointed to the Board when a vacancy occurred. She was then elected and has served for two four-year terms. She has witnessed thoughtful change through the years where students were front and center of any and all decisions while maintaining fiscal responsibility. She highlighted several large initiatives that have been implemented including college and career planning progress. She expressed confidence that Superintendent Bridges and his talented staff will continue to do great work. She noted that she truly enjoyed working with all the different Board members through the years. She thanked her husband, Steve and her children for continuing to be her greatest supporters. She is looking forward to continuing to be an active community member and strong supporter of District 203.

Susan Crotty moved to Naperville 18 years ago specifically for the schools. She noted that she believes in public education now more than ever. She thanked the community for putting their trust in her over the years. There have been many meetings attended and many hours spent preparing for them, but it has been her honor to serve the community in this way. She indicated that her husband, Ed has been her greatest supporter. She is most proud of the building of the Ann Reid Early Childhood Center and the implementation of all-day kindergarten at all the elementary schools. Additionally, lowering class sizes and alternative high school rather than expulsion are among many other things that have been accomplished. She thanked individuals for their work and Superintendent Bridges for building a great leadership team. She indicated the improvements that have been made have all been for the right reasons.

Board members and Superintendent Bridges each expressed their gratitude to both retiring Board members. They have been dedicated, committed mentors and leaders. Their guidance was appreciated and still may be sought. They received plaques, certificates and gift cards.

Student Ambassador, Thomas Zugay was thanked for his service to the Board of Education and his participation at the meetings. He received a certificate and gift card. He indicated that he has enjoyed his time on the Board. Board members have been role models and seeing what goes on behind the scenes provided him with good information.

Adjournment

Adjourn Sine Die (A Latin expression meaning “indefinitely, or without a date set for a future meeting.”)

Crotty made a motion to adjourn sine die at 7:40 p.m. Romberg seconded the motion. A voice vote was taken. Those voting yes: Crotty, Cush, Fielden, Fitzgerald, Wandke, Romberg and Jaensch. No: none. The motion carried.

A reception was held in honor of outgoing Board members and their families and incoming Board members and their families.

Meeting Opening	<p>Welcome and Mission</p> <p>Board President Pro Tem Terry Fielden call the meeting back to order following the reception at 8:04 p.m.</p>
Review Election Results – Information Only	<p>April 4, 2017 Election</p> <p>Terry Fielden noted that the election results from the April 4, 2017 election are in BoardDocs and asked if there were any questions.</p>
Seating of Re-Elected Board Members	<p>The Counties of DuPage and Will have certified the results of the election and declared that the official winners are incumbent Board members, Charles Cush, Kristin Fitzgerald, and Donna Wandke. Additionally Kristine Gericke and Paul Leong.</p>
Oath of Office	<p>Mr. Fielden invited the three newly re-elected Board members and two new Board members to come to the front of the room to read the Oath of Office together.</p>
Roll Call	<p>Board members present were: Mike Jaensch, Kristin Fitzgerald, Donna Wandke, Charles Cush, Paul Leong, Kristine Gericke and Terry Fielden.</p>
Election of President	<p>Mr. Fielden acknowledged with appreciation the backing and kind words that have been expressed to him. He indicated that it has been an honor to serve the community as the Board President. The new Board is unified toward the goal of focusing on what is in the best interest of the students.</p> <p>Mr. Fielden called for nominations for the office of President of the Board of Education. Terry Fielden nominated Kristin Fitzgerald for President. There were no other nominations and no comments. Wandke Seconded the motion. He closed the nominations and noted that Kristin Fitzgerald, being the only candidate nominated for the office of president, was hereby declared elected by acclamation.</p>
Election of Vice-President	<p>Newly elected Board President Kristin Fitzgerald called for nominations for the office of Vice President of the Board of Education. Mike Jaensch nominated Donna Wandke for Vice President. Cush seconded the motion. She closed the nominations and noted that Donna Wandke, being the only candidate nominated for the office of vice president, was hereby declared elected by acclamation.</p> <p>President Fitzgerald thanked the outgoing officers Terry Fielden and Mike Jaensch for their leadership and noted that she is looking forward to learning from them and thanked them for their dedication. She thanked the new Board members for their commitment to their new roles and thanked them for their confidence.</p> <p>Donna Wandke thanked the Board for their confidence and thanked the outgoing officers for their leadership and mentoring. She noted that she is excited to start a new chapter for the Board.</p>

Public Comment	<p>Mark Bailey Spoke on behalf of all the Unions and their leadership in welcoming the new Board members. He congratulated Kristin Fitzgerald and Donna Wandke on their new leadership appointments. He indicated that they are all looking forward to continuing to work together.</p>
Consent Agenda	<ol style="list-style-type: none"> 1. Appointment/Salary of Secretary 2. Appointment of Treasurer 3. DAOES Appointment <p>Cush made a motion to approve the Consent Agenda as presented. Fielden seconded the motion. A roll call vote was taken. Those voting yes: Fielden, Fitzgerald, Wandke, Leong, Gericke, Cush and Jaensch. No: none. The motion carried.</p>
Student Ambassador Reports	<p>Thomas Zugay NNHS Reported:</p> <ul style="list-style-type: none"> • At NNHS the school year is winding down. • The Spring musical was Mary Poppins. • AP testing starts this week. • 4 juniors and 1 sophomore get 36 on ACT. • Next year’s senior parking pass applications are open. • Show Choir and Dance Team auditions are coming up. • Chess Team took 2nd place at Nationals. • Long lists of students have gotten scholarships for college. • His replacement for next year was nominated. Voting will take place next week so the announcement will be made at the next Board meeting.
Superintendent / Staff / School Reports	<p>School Improvement Plan Beebe Elementary</p> <p>Superintendent Bridges introduced Christine O’Neil who shared a presentation on the Beebe Elementary School Improvement Plan. She indicated that the entire Beebe community works on the common goal of keeping students at the heart of everything they do. The School Improvement Team consists of 14 staff members from across the school that guide the work of the building by meeting monthly to analyze the school data, monitor their plan, and design professional development for the staff. Their continuous improvement cycle is guided by the data which is monitored closely and adjustments made to their indicators or action items as necessary to be responsive to students’ needs. The demographics of the school were reviewed noting that the rich diversity is a tremendous strength. Data is continuously reviewed. It shows that the reading data is stable or improving which is a celebration and also a driver for the work to close the achievement gaps. They recognize that there is still work to be done with several subgroups. The first Rising Star indicator focuses on engagement. All students are engaged in the learning process along with their families to promote a true partnership. Programs to demonstrate this indicator were explained including their all school reading program and</p>

their SUCCESS program. The second goal of differentiation was chosen to address the need to respond to the individual differences of the learners. Staff development has been provided and staff members are engaged in book study discussions before and after school. Additionally, co-teaching and co-planning has allowed specialists to come into the classrooms to help meet individual needs of all students. The final goal of Social Emotional learning was established in order to look at the whole child. Clear expectations for all students have been developed, shared with families and continue to be reinforced. An after school drama club focusing on social emotional learning was developed. Another program run by moms called SELfies was developed to help with social emotional learning by engaging students from all grade levels in structured games, role playing and/or discussion. She indicated that they will make every effort to monitor their achievements and challenges always keeping students at the heart of everything they do.

Board Questions/Comments

- To what do you attribute the gains in the gap students’ data?
 - Identification of who the students are and targeting learning toward their individual needs.
- There is overlap between the engagement goal and the social emotional learning goal. Have you seen a difference in the scores of the students who have participated in the extra programming?
 - All the goals tie together, and yes we have been able to see more production in their academics.
- The other sub-groups that were underperforming, are they making similar gains also?
 - The African –American sub-group was highlighted in the presentation, and yes, the other groups are making nice progress as well.
- A culture has been developed by the whole staff that has allowed so much progress to take place.
- Work to engage parents shows value to them as well as the students.

President’s Report None

Board of Education Reports Donna Wandke attended the Dual Language Fair last Saturday. It was led by a parent advisory group and was well attended by about 400 people. Many nationalities were represented by food, dance performances and storytelling.

Board Agreements

Superintendent Bridges indicated that the Board Agreements are loaded in BoardDocs for review especially by the new Board members. Any further conversation can be put on future Board agendas.

Board Comments:

- The agreements are vital to the Board as a whole.
- They are posted for the community to see.

- They set the ground rules and keep all members on the same playing field.
- They are meant to keep things in line.
- Board members are encouraged to read them and discover their importance.
- They help the Board function as a team.
- They are a living document.
- They will be reviewed at future meetings.

Discussion
Without Action

2017 – 2018 Budget Presentation

Superintendent Bridges indicated that this is the first of several opportunities to review and discuss the budget. It will be on the agenda for the next several meetings.

Brad Cauffman reviewed the Key Points in the Budget:

- Provides new funding for achievement gap closing measures.
- Provides additional funding for the restructure of the Student Services Department (Special Ed/EL).
- Abates Debt Service Tax Levy.
- Pays off 2008 Bonds (\$9.5M)
- Fully funds instructional services.
- Demonstrates continued vigilance to ensure long-term financial stability.
- Aligns to Five Year Financial Forecast (5Cast).

He reviewed the timeline indicating that the budget will be adopted in time for the start of the fiscal year, well before the deadline. The budget process was reviewed noting that it is a year-round process beginning with updated enrollment projections and updated Five Year Financial Forecast. This data is used to begin budget planning. He noted that personnel costs are the largest budget item. He reviewed all the new gap closing positions that have been approved. He gave an overview of the revenue describing all the sources and then he showed a pie chart depicting revenue by source. He gave an overview of expenditures noting that salaries and benefits are the main expenditures. He reviewed a pie chart of expenditures by object. He summarized by indicating that this budget balances the need to be fiscally conservative, while meeting the needs of all students.

Board questions/comments:

- What is the current tally the State owes us?
 - About \$4 million is still owed.
- For the next meeting could we please have information to help understand the increase in Special Education tuition?
- Will there be guidance for the schools to know how to use the additional personnel that have been hired for achievement gap measures?
 - We will provide information that was previously presented when the positions were approved.

- Can you explain the 10% decrease in cafeteria service?
 - We are researching that now and will include it when the memo is updated.
- Health insurance costs – feedback from committee has been used to estimate the budget.
 - We have been encouraged to estimate a 6% increase.
 - Last year was a flat renewal and we are looking forward to a good renewal this year.
- In the past there has been some text in the beginning of the budget book. Do we want to put some explanatory thoughts about measures we are taking to close the achievement gap?
 - We will add some narrative at the beginning of the budget.

Superintendent Bridges reviewed the additional information to be provided for the next budget discussion:

- Overview of the cause of the Special Education increase.
- Overview of achievement gap positions.
- Food service research.
- Highlights of savings as a result of the insurance committee.

If Board members have any questions about the budget, responses will be prepared as part of the discussion at future meetings.

2017 – 2018 Board Meeting Schedule

Superintendent Bridges noted that one of the obligations when the Board re-organizes is to set the schedule for meetings. He reviewed the instances when the meeting does not fall on the 1st or 3rd Monday of each month. The Board will be asked to take action on May 15, 2017.

Discussion With Action

Establish Date for Public Hearing and Direct Tentative Budget to be put on Public Display.

Superintendent Bridges explained that as part of the Budget process, one Public Hearing is required. That date is June 19, 2017.

Fielden made a motion to approve the Public Hearing on June 19, 2017 and to direct the Tentative Budget to be put on public display. Cush seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Fitzgerald, Gericke, Wandke, Cush, Fielden and Leong. No: None. The motion carried.

New Business

Old Business

New Board members were asked to make comments.

- Paul Leong thanked the Board for the onboarding process. He noted that he is looking forward to a productive session and that he will represent with distinction.
- Kristine Gericke indicated that she takes trust seriously and the Board

and Administration have been very helpful with onboarding.

- Charles Cush thanked the community for their vote of confidence in voting him back into office. He thanked the Board for initially appointing him to the Board; it has been an enriching experience.
- Kristin Fitzgerald and Donna Wandke are also grateful for the community's vote of confidence in re-electing them.
- New Board members were welcomed and encouraged to read and draw on other Board members for help. There is a lot to learn and there are no wrong questions.

- Upcoming Events
- Excellence in Education Banquet – May 2, 2017, 6:00 p.m., Marriott
 - NEF Building a Passion Breakfast – May 4, 2017, 7:00 a.m., Embassy Suites
 - NEF Let's Do Lunch – May 5, 2017, Hugo's 12:00 noon & 1:00 p.m.
 - HURRAH Appreciation Luncheon – May 9, 2017, PSAC, 11:30 a.m.
 - Retirement and Recognition Luncheon – May 12, 2017, 12:00 noon, Hotel Arista
 - Board of Education Meeting – May 15, 2017, PSAC, 7:00 p.m.
 - NCHS & NNHS Commencement – May 17, 2017
 - Memorial Day Holiday – May 29, 2017

Adjournment

Fielden made a motion to adjourn the meeting at 9:08 p.m. Wandke seconded the motion. A voice vote was taken. Those voting yes: Jaensch, Fielden, Fitzgerald, Wandke, Gericke, Leong and Cush. No: None. The motion carried

Approved May 15, 2017

Kristin Fitzgerald, President
Board of Education

Ann N. Bell, Secretary
Board of Education