

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.
MAY 2, 2016 AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

Call to Order	<p>President Terry Fielden called the meeting to order at 5:30 p.m. Board members present: Kristin Fitzgerald, Terry Fielden, Donna Wandke, Suzyn Price, and Jackie Romberg, 5:34 p.m. Susan Crotty, 5:43 p.m. Mike Jaensch.</p> <p>Administrators present were: Dan Bridges, Superintendent; Kaine Osburn, Deputy 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 5:30 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. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).3. Collective Negotiating matters between the District and its employees or their representatives. 5 ILCS 120/2(c)(2).4. The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
Meeting Opening	<p>Wandke 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, Price, 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, Suzyn Price, Terry Fielden, Mike Jaensch, Susan Crotty and Jackie Romberg.</p> <p>Student Ambassadors Present: Kevin Angell, NCHS, Present: Abby Rader, NNHS.</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	<p>Board members led the Pledge of Allegiance.</p>

Recognition Superintendent Bridges indicated that this is Teacher Appreciation Week and he extended sincere appreciation for everyone that does anything for students.

Public Comment None

Action by The following items were presented on the Consent Agenda:

Consent **1. Adoption of the Personnel Agenda**

Appointment – Certified (Full Time)

Christopher Groenendyk, August 15, 2016, KJHS, Learning Behavior Specialist

Susan Han, August 15, 2016, Scott, Reading Specialist

Kirk Hickman, August 15, 2016, NNHS, Instrumental Music-Band

Megan McNeily, August 15, 2016, Steeple Run, Learning Behavior Specialist

Re-Employment – Certified (Full Time)

Ann Bennington, August 15, 2016, Kingsley, 5th Grade

Lauren Butler, August 15, 2016, Scott, 1st Grade

Marissa Freese, August 15, 2016, NCHS, Communication Arts

Julia Hennessy, August 15, 2016, Kingsley, 1st Grade

Re-Employment – Certified (Part-Time)

Alison Rozell, August 15, 2016, KJHS, Art

Leave Of Absence – Certified

Courtney Brown, 50% 2016/2017, MJHS, Social Worker

Retirement – Classified

Linda Haworth, May 25, 2016, ARECC, Special Education Assistant

Diane Konrad, June 24, 2016, Buildings & Grounds, Buildings & Grounds Secretary

Resignation – Classified

Lynn Carroll, end of 15-16 school year, Madison Junior High, Special Education Assistant

Rebecca Hunter, May 25, 2015, Meadow Glens, Special Education Assistant

Reassignment – Non-Union Classified

Marypat Marks, May 2, 2016, PSAC, Learning Services Resource Coord

Employment – Classified

James Reid, April 19, 2016, Transportation, Bus Driver

Employment – Classified (Part-Time)

Usha Nalluri, August 16, 2016, ARECC, LRC Assistant

Lynne Kallstrand, April 19, 2016, NNHS, Financial Secretary

2. Student Discipline as Discussed in Closed Session

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

Student
Ambassador
Report

Abby Rader's, NNHS:

- Accounting team won 3rd overall at their Annual Bottom Line Accounting competition on April 22.
- Last Sunday was the annual freshmen jamboree where they can learn about sports and activities that are available to them.
- Grease The Musical was a big success last weekend.
- Saturday Journalism, Yearbook and Newspaper team took 2nd overall at the State IHSA Competition.
- AP testing began today and goes through next week.
- Prom tickets will be sold until May 6. The theme is Masquerade Ball on May 14.
- Friday May 6 Show Choirs will perform their 2016 winning Vocal Pop concert.

Kevin Angell, NCHS

- Spanish Honors Society inductions were last Tuesday.
- Last Tuesday Personal Finance Challenge last week state competition going to Nationals.
- Mr. Wiesbrook addressed the seniors last Wednesday and then they had the opportunity to take the senior exit survey.
- Last Friday the Senior Alumni Ceremony inducted new members.
- Orchestras was last Friday.
- Prom last weekend.
- Yesterday was National College Commitment day.
- AP testing started today and goes through next week.
- Excellence in Education Banquet is tomorrow night.
- DVC Competitions coming up.
- One Acts are this weekend.

Superintendent
Staff/School
Report

School Improvement Plan – Washington Junior High School

Jon Vogel reported on the SIP for Washington Junior High School. He began by sharing some of the rich history of WJHS with its origins going back to 1916 as the original Naperville high school. He indicated that it has been a year of transition for WJHS as the entire administrative team and office staff are new to Washington this year. The veteran staff have been instrumental in mentoring the new staff and providing guidance. The Rising Star process was well underway when Mr. Vogel started at WJHS. The Rising Star team, consisting of a mix of staff with various perspectives and ideas, are all working together towards the goals. Students are at the center of everything they do. The committee worked to identify action steps toward achieving the goals of implementing and designing effective practices that promote learning experiences for all and fostering an equitable high performance culture focused on student learning. The Compact, the result of Rising Star work from last year, is in place and will continue to serve as a guide as they implement the motto "An Individual Focus. A Team Approach." The Wildcat Weekly is sent out every Friday to keep the parent community informed about what is happening and upcoming events. They created "The Code" to promote the qualities of being honest, respectful, and reasonable, even when no one is watching. There are monthly social emotional lessons that are tied into The Code. Mr. Vogel

overviewed several other programs implemented including the Principal's Coffee, the CATS Mentoring Program, and the All School Read. He indicated that next year WJHS is welcoming Naper 5th graders to help alleviate space issues at Naper. A committee has been formed to ensure the transition is smooth so the students have a traditional 5th grade experience. Steps are being taken to work on closing the Achievement gap, which is a high priority. Data is driving decisions that are being made regarding differentiation and intervention. Test scores have indicated that the majority of students achieve at high levels, and also identified students who require additional support. Supervised Study and Exploratory time are being used to implement Strategic Learning in reading and math to offer additional help for those students. The data for this program has been very encouraging. He reviewed upcoming changes for next year including the implementation of the Digital Learning Initiative, LRC and Science room renovations to accommodate the new science curriculum.

Questions/Comments from the Board

- The amount of communication is great – we can never do enough.
- Tell us about the Compact.
 - It outlines the expectations for students, parents and staff. It was developed before Mr. Vogel was there and already had buy in from the school and families.
- Has there been impact due to it?
 - Not a lot of impact as of yet, but it has framed a solution for consistency.
- The Strategic Learning program looks like it is helping to close the achievement gaps.
 - Some students were qualified for extra help in reading and math, so a schedule was developed to offer additional exposure to those students in both subjects.
- Appreciate the number of things you have taken on this year.
- Tell us more about strategic reading and the motivation for students to exit out of the program.
 - Assessments are on a one to one basis and progress is gauged. Students set goals and want to reach them. Teachers check on them so they can exit at the end of a trimester.
 - It has worked very well so far.
 - Students keep receiving support even after they have exited the program.
- Remind us how the onboarding process went.
 - As a former WJHS Principal, Bob Ross was very helpful. Additionally, Patrick Gaskin served as a mentor.
 - Had to hire teachers, administrators and office staff right away.
 - Veteran staff has been very helpful.
 - There was a lot to learn in a short amount of time.
 - Open communication has always been a practice.
 - Has previous junior high experience.
- Student Ambassador Abby Rader is a WJHS alum. She remembers the Mission Statement being important on a daily basis.

- It is amazing all the changes that have taken place in the first year.
- Concerned parents about the 5th grade felt heard and confident after meetings.
- Exciting changes are coming up.

ADK Update

Jen Hester, Kitty Ryan and Tim Wierenga gave an update on All Day Kindergarten. They reviewed the timeline and goals and shared successes. All Day Kindergarten is a big part of the early learning pathway. Kindergarten teachers had a large voice in the development of the program. We must by law offer ½ day, but the majority of the families do not request it. Mr. Wierenga reviewed student data. He indicated that math and literacy expectations were raised and students are meeting the new expectations. A greater number of students appear to be ready for first grade when they have had all day kindergarten. Responses to a parent satisfaction survey that was given were highly supportive of ADK. Teachers in both K and 1st grade were also surveyed. There are supports in place to help close the achievement gap and there are opportunities to improve in the area of SEL. The SEL curriculum is being revised. Science and STEM programs are engaging the curiosity of the 5 and 6 year old learners.

Questions from the Board

- We continuously focus on gap closing measures; is there specific research that showed a close in the gap and how has that translated?
 - We looked at it from a Title 1 perspective in 2013 at 79% meeting or exceeding, Non-Title 1 schools only 71 % were meeting.
 - We have a pace that allows us to implement interventions as needed.
- Do we have a percentage of parents that responded to the survey?
 - We received 601 responses out of 900 – about 60% response.
- If 90% of the teachers are satisfied, did the other 10% not like the program?
 - Some teachers disagree.
- There was a lot of support from the community when we implemented All Day Kindergarten.

President's Report Board of Education Reports

Susan Crotty attended the LEND meeting last week. LUDA, LEND and SCOPE are organizations that are looking for long term funding and long term statutory changes. Additionally, CPS attended the meeting for the first time.

Superintendent Bridges noted that proposed actions in Springfield seem to be disjointed and unconnected. Different groups are working in different directions on different things. If it is not looked at comprehensively and systemically this could be financially devastating to districts. Any model that comprehensively makes improvements to school funding will require more money. A number of groups across the State including the Leadership Alliance, IASB, IASBO IASA and others are working collaboratively to come up with a model looking at some research out of Wisconsin that seems to be effective in other states. It is early in the conversations and looks promising. More to come.

Kristin Fitzgerald attended the assembly honoring the alumni at NCHS which is one of her Adopt-a-School schools. The four honorees really epitomize life-long learners. Their speeches were compelling. Additionally, Mrs. Fitzgerald is the Board rep for SFCP. They had their final meeting last week. It was great to see the collaborations in the schools and such a variety of different efforts and programs from school to school. We are submitting the Welcome Back Picnic to the SFCP Organization for recognition. It is so unique and included all the schools and is worth recognition.

Jackie Romberg noted that the District Awards Night was a great evening showcasing the camaraderie of the whole District. There are some incredibly gifted actors among the staff.

Discussion
Without Action

2016 – 2017 Tentative Budget Presentation

Superintendent Bridges indicated that this presentation is the first in a series of budget discussions. More budget discussions will be at the May 16, June 6 and June 20 Board meetings.

Brad Cauffman provided an overview of the budget timeline which ensures that the District will adopt its budget in time for the start of the fiscal year. The budget process is a year-round process with updates given to the Board throughout the year. The Citizens Financial Advisory Committee, comprised of D203 residents, meets multiple times a year with the Administration to provide input and feedback along the budget process. Each year District administration meets to discuss ways to reduce the budget while moving the District forward with the Strategic Blueprint. Mr. Cauffman reviewed several budget reductions. Additionally, he reviewed staffing, both certified and non-certified. He gave an overview of the revenue; local property taxes are the main source of revenue. A strong tax base is important to the District's financial health. Additional funding sources were discussed: local, State and Federal. He noted that our total revenue will see an overall increase of 1.47% or \$3.9M from the prior year. Mr. Cauffman reviewed expenditures. Salaries and benefits are the major expenditures. Overall expenditures have increased by 1.42% or \$3.7M. Board members received copies of the proposed budget. Questions can be directed to Mr. Cauffman. Further discussion will take place May 16.

Questions from the Board:

- To clarify frontloading - in approving a 5-year plan, more money will be spent in the first year and then the out years expenditure will be less.
- With regard to increasing Title 1 staff, it is frustrating that the State is penalizing us for working hard to make the best decisions that will support students.
 - There is a lot of progress in Springfield that might bring some action on this.
- Request for Mr. Cauffman's notes for more depth and understanding.
 - It will be sent out.

2016 – 2017 School Lunch Prices

Brad Cauffman indicated that the recommendation is to increase lunch prices by \$0.10 at each school level. This increase will meet the Federal requirements for the 2016/2017 school year. He provided information about lunch prices in

the surrounding districts.

Policy Review: First Reading Policy 7.190, Student Discipline

Superintendent Bridges indicated that recently passed legislation has impacted some of our policies. Mike Stock, Dean at NCHS and Jim Konrad, Dean at NNHS Co-Chaired the Student Discipline Policy Review Committee. Bob Ross noted that the committee comprised of students, teachers, Board members and Administrators had their annual meeting to review and revise Policy 7.190. They had an active and lively discussion while reviewing the most significant change of removing the classifications. Legal Counsel has advised that the classifications be stricken. This change will bring us into compliance with the law and with IASB. We cannot suspend a student based on what classification their offense was in.

Questions/Comments from the Board

- What is the intent of taking the classifications out?
 - The three Classifications were there to explain levels of offenses and may imply pre-decision about levels of misbehaviors and consequences.
 - Each offense needs to be considered case by case.
- At the meeting, everyone one's voice was heard. Changes were made based on the feedback from the meeting.
- Directive for use of cell phones is in the student handbook and it is referenced in the policy.

Student Ambassador Comments

- In number 22 there is added language about explicit threats. If a student made a threat on an internet site that is blocked at school, wouldn't that be an offense?
 - We look at the circumstances around each case and make a judgment.

Board Comments:

- In number 42, photography has been an issue in the past and now it seems to be gone from the policy.
 - Information about cell phones and taking pictures is included in the handbooks.
- What are the differences between the grade levels as far as cell phone usage?
 - NNHS and NCHS both have the same guidelines for cell phone usage. Students are allowed to have their phones on them but not use them in the classroom, unless given permission by the teacher. They can use them in the hallways, lunch room and study hall short of using them as a camera.
 - Junior high powered off and stored in the locker.

Student Ambassador Question:

- Numbers 42 and 22 seem to have different standards for when electronic communications can be used.
 - We will review those.

Board Comment:

- Confirming that we have three separate legal opinions that recommend the removal of the classifications.

Policy Review: First Reading Policy 7.240, Co-Curricular Participation Code

Bob Ross noted that the same evening, a committee of students, parents, staff, Board members, Administrators, coaches and activity sponsors met to review Policy 7.240. Some discussion centered around the communication of the code. The only addition is Bass Fishing to the regulation. There were minor verbiage changes made with regard to math teams to unite the high schools in terms of consequences.

Board Comments:

- Seems to be some inconsistent treatment about medication for overnight field trips and how to handles it. It is not handled the same way all the time. There were no changes, but there was intricate discussion in the group. The guidelines are very important to families and students.
- The Code is serving the purpose of students encouraging each other and holding each other accountable to uphold the code.

Instructional Resources

Jennifer Donatelli provided information on the instructional resources recommendation. The science curriculum team is recommending resources that meet the core requirements to support the new middle school and high school science curriculum. A field test was done and science teachers made recommendations. She indicated that the resources are hands on and inquiry based and students will actually be doing science which can help students get excited about it. She reviewed the resources that are being recommended for grades 6 – 8 as well as the Biology and Honors Biology resources that are being recommended. The science equipment for grades 9 – 12 that is being recommended is needed to implement the new science curriculum. The Science Bid will be on the agenda May 16 for action. The supplies will be used for chemistry, biology and physics.

- Scaffolding learning activities and strategies is a new term that means building on each other.
- How does this fold into the other resources that the community gets to review?
 - If parents want to see any of the resources, we will provide them either in print or digitally.
 - Annual resource list is prepared and open for public review.

Discussion With
Action

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

There were no questions from the Board. Fitzgerald made a motion to approve Establish Date for Public Hearing for Budget and Direct Tentative Budget to be put on public display. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Fitzgerald, Fielden, Price, Jaensch, Wandke, and Romberg. No: None. The motion carried.

Treasurer Bond

Superintendent Bridges noted that the Illinois School Code requires that annually the School District's Treasurer execute and file a bond issued by a

surety company authorized to do business in this State with the Regional Office of Education (ROE) by July 1, 2016, on an annual basis. There were no questions from the Board.

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

Policy Review: Second Reading Policy 6.270, Guidance and Counseling Program

Kaine Osburn indicated that the proposed version of this policy incorporates language that was feedback from the Board.

Comments from the Board

- Since there is a presentation on the Guidance and Counseling department next meeting, should we hold off on approving the changes?
- Would like more collaborative language in career decisions.

This will be tabled for a future meeting following the presentations at the next Board meeting.

New Business
Old Business

Upcoming
Events

- Excellence in Education Banquet – May 3;
- Home and school appreciation luncheon – May 4
- NEF Building a Passion Breakfast – May 5;
- Intergovernmental Dinner – May 12;
- Retirement and Recognition Luncheon – May 13;
- Board of Education Business Meeting – May 16.

Adjournment

Romberg made a motion to adjourn the meeting at 8:56 p.m. Crotty seconded the motion. A unanimous voice vote was taken, the motion carried.

Approved May 16, 2016

Terry Fielden, President
Board of Education

Ann N. Bell, Secretary
Board of Education