

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 5, 2014, AT 7:00 P.M.

- Call to Order President Jackie Romberg called the meeting to order at 5:45 p.m. Board members present: Jackie Romberg, Suzyn Price, Kristin Fitzgerald, Terry Fielden, Donna Wandke, Mike Jaensch and Susan Crotty.
- Administrators present were: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer; Bob Ross, Assistant Superintendent for Secondary Education; Kitty Ryan, Assistant Superintendent for Elementary Education.
- Closed Session Crotty moved, seconded by Price to go into Closed Session at 5:45 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. The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
 4. The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
 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).
 6. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
 7. 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 moved, seconded by Price to return to Open Session at 7: 00 p.m. A voice vote was taken. Those voting Yes: Crotty, Wandke, Fitzgerald, Romberg, Jaensch, Fielden, and Price. No: None. The motion carried unanimously.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Jackie Romberg, Suzyn Price, Kristin Fitzgerald, Donna Wandke, Mike Jaensch, Terry Fielden and Susan Crotty.
- Administrators present: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Jennifer Hester, Chief Academic Officer; Julie Carlsen, Director of Community Relations; Bob Ross, Assistant Superintendent for Secondary Education; Kitty Ryan, Assistant Superintendent for Elementary Education; Tim Wierenga, Assistant Superintendent for Assessment; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial

Officer; Roger Brunelle, Chief Information Officer; Steve Mathis, Director of Buildings and Grounds.

Good News
Recognition

Superintendent Bridges noted that it is National Education Week and Tuesday is National Teachers Day. He thanked the teachers for all they do for the students every day. He noted that it is also National Nurse Week and that all the work the school nurses do for the students is appreciated.

Public
Comment
Student
Ambassadors
Report
Superintendent
Staff/School
Reports

Focus 2020: Strategic Blueprint Update

Superintendent Bridges introduced the framework for a strategic blueprint, Focus 2020, to the Board. It was developed out of the Future Focus initiative that was a nine month process whereby large numbers of stakeholders discussed and deliberated on issues and opportunities for the District. They provided valuable feedback which became the basis for the blueprint. The blueprint aligns with the District mission and is a living document/work in progress that will be flexible and responsive to the needs of the students and community. It will provide clarity, establish priorities, measure success and guide the work of the District for the next several years.

There are four strategic focus areas:

- Promote learning for all,
- Foster an equitable high performance culture,
- Steward resources effectively,
- Provide effective communication and community relations.

For each focus area there are goals backed up by work plans that detail the process involved, the rationale, organizational impact and measurement of success. Superintendent Bridges shared two of the work plans. The blueprint will be adjusted as needs change and reviewed annually in a State of the District report to the community. Board members posed questions and made comments. Superintendent Bridges indicated that by 2020 progress will be made in all areas.

Instructional Coaching and Professional Learning

Melissa Hampton, Director of Professional Learning and Jen Hester, Chief Academic Officer gave an update on professional learning and instructional coaching. Dr. Hester noted that D203 has long been known for strong curriculum structure and design. We put as much energy in professional learning as we put in curriculum. Mrs. Hampton began by reviewing the Professional Learning philosophy followed by an outline of the Professional Learning framework that includes Training, Self-Paced Tools and Job-embedded learning. Professional learning is outcome based with teachers sharing data and best practice with each other. Information from outside experts is sought for some areas where we are not experts. Speakers are brought in and conferences are attended. Mrs. Hampton noted that Learning Support Coaches are in all schools K – 8 and will be in the high schools next

year. They provide support for teachers as they implement new initiatives. She showed a short video of teachers and learning support coaches. The Learning Support Coach is a defined role that works for teachers and helps student outcomes. She reviewed a large list of upcoming learning opportunities for 14 – 15. Learning Services will continue to build comprehensive professional learning opportunities and provide coaching support to every teacher in all buildings.

Recommendations from Summer School Committee

Kevin Wojtkiewicz, Susan Gedz and Kaine Osburn reported on the work of the Summer School Committee. Summer School has been identified as an area that needs to be reviewed. A summer without learning leaves students behind where they performed in the spring. The committee met 8 times to make the following recommendations based on advancing learning:

- Create a digital “Learner Profile” for each student that will be shared between the school year and summer school staff.
- Align summer learning curricula and assessments with school year curricula and assessments.
- Increase access to summer learning by expanding provisions i.e. transportation, nutritional support and flexible payment options
- Integrate support systems consistent with IEP, 504, and ELL practices.
- Implement a purchasing and management process for instructional resources
- Use a balanced assessment system to monitor and evaluate student progress in summer learning.
- Identify and leverage community resources and partnerships to provide extra-instructional experiences.
- Incentivize and promote summer school attendance for students not performing up to proficient academic levels.

Next step recommendations will be brought forward as programs are developed with details. Board questions were answered and it was suggested that we consider funding the program and offering it without cost to students like during the school year.

President’s
Report

Board of
Education
Reports

Action by
Consent

The following items were presented on the Consent Agenda:

1. Adoption of Personnel Report

Resignation – Administration

Eulalia Valdez, June 30, 2014, PSAC, Director of Language Learning

Appointment – Administration

Reassignment – Administration

Jim Konrad, July 1, 2014, NNHS, Dean of Students

Leave Of Absence – Administration

Malee Farmer, 10/8/14 – 2/27/15, PSAC, Dir. of Research & Analytics

Resignation – Certified

Carolyn Buckingham, end of 13/14 school year, NNHS, Reading Specialist

Marissa Clancy, August 15, 2014, NCHS, Learning Behavior Specialist

Jenne Dehmlow, August 15, 2014, NNHS, IC-Humanities

Appointment – Certified (Full Time)

Karen Becker, August 18, 2014, NCHS, Social Worker

Stephanie Charvat, August 18, 2014, MJHS, School Counselor

Nicole Folsom, August 18, 2014, Elmwood, School Psychologist

Ashlee Harcar, August 18, 2014, MJHS, Language Arts

Erica Kelly, August 18, 2014, NCHS, School Nurse

Milagros Lara, August 18, 2014, Beebe, School Psychologist-Bilingual

Anna Ma, August 18, 2014, NCHS, School Counselor

Sarah Meyers, August 18, 2014, NCHS, Speech-Language Pathologist

Re-Employment – Certified (Full Time)

Laura Piraino, August 18, 2014, ARECC, Early Childhood Teacher

Nancy Sheridan, August 18, 2014, Ranch View, Kindergarten Teacher

Eman Suleman, August 18, 2014, Ranch View, Kindergarten Teacher

Re-Employment – Certified (Part-Time)

Victor Snodgrass, August 18, 2014, NCHS, Foreign Language – Latin (40%)

Employment Of Interns

Kristen Cagadas, August 18, 2014, Mill St., School Social Work Intern

Peter Claus, August 18, 2014, Prairie, School Social Work Intern

Erin Hellwig, August 18, 2014, Scott, School Social Work Intern

Leave Of Absence – Certified

Lauren Dawson, 8/27/14 – 11/18/14, Naper, Psychologist

Christine Nadelhoffer, 50% LOA 1/5 – 5/28/15, NNHS, FACS

Jennifer Smith, 40% LOA 1/5 - 5/28/15, NNHS, Communication Arts

Retirement – Classified

Pamela Lenert, May 30, 2014, Ellsworth, Enrichment Assistant

Donna Saxtan, June 5, 2014, Elmwood, LRC Assistant

Kathleen Achterberg, end of 13/14 school year, Kingsley, Project LEAP Peer Support Leader

Barbara Christensen, August 1, 2014, Kingsley, Project LEAP Peer Support Leader

Kathy Rafferty, end of 13/14 school year, Kingsley, Project LEAP Peer Support Leader

Karen Stelmachowski, end of 13/14 school year, NCHS, Receptionist

Karen Sesso, June 5, 2014, River Woods, Special Education Assistant

Alice Meister, end of 13/14 school year, Scott, Project LEAP Tutor

Resignation – Classified

Kim Stadelman, May 23, 2014, Prairie, LRC Assistant

Employment – Classified (Full-Time)

Kimberly Clouthier, May 12, 2014, Connections, Special Education Assistant

Employment – Classified (Part-Time)

Paula Kinney, May 5, 2014, WJHS, Music Assistant

Kwiyoun Lee, May 5, 2014, NCHS, Clerical Assistant

Leave Of Absence – Classified

Christina Ghiotto, 8/20/14 – 11/14/14, LJHS, Special Education Assistant

Personnel Addendum

Appointment – Administration

Deborah Doyle, July 1, 2014, Steeple Run, Principal

Reassignment – Administration

Kristin Cummings, August 13, 2014, Highlands/Ranch View, Assistant Principal

Brian Zallis, August 13, 2014, Maplebrook/Scott, Assistant Principal

Sarah Cain, August 13, 2014, Prairie, Assistant Principal

2. Student Disciplinary Cases as Discussed in Closed Session

3. Amendment to Salary Report Approved 6/16/13

4. Amendment to Employment Agreement

Price made a motion to approve all items on the Consent Agenda 1 – 4 as amended. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Price, Crotty, Wandke, Fielden Fitzgerald, Jaensch and Romberg. No: none. The motion carried.

Kitty Ryan introduced and welcomed Debbie Doyle who was just appointed Principal of Steeple Run Elementary. Debbie is a former employee of D203.

Discussion
Without Action

Budget Workshop

Brad Cauffman noted that over the last several months Administration has been working to develop the Fiscal Year Tentative Budget, which is based on the Five Year Financial model. However, during the preparation of the detail Tentative Budget several changes were necessary to more closely align the District resources with the Strategic Blueprint-Focus 2020. He noted that this is the first of four meetings (May 5, May 19, June 2, and June 16) to discuss the tentative budget. He gave an overview of some of the highlights of the budget especially the funds that are costing more than projected. Board members requested more detail regarding specific line items that have a high percentage of change in the budget. The information will be provided at the May 19 meeting for further discussion.

Employee Self-Funded Medical Plan

Brad Cauffman noted that with the passage of the Affordable Care Act (ACA), the District is subject to several changes in the health insurance laws that have significant impact on our program. The Insurance Committee has worked to mitigate the cost of implementing these changes by proposing adjustments to the District plan, with the intent to reduce the impact to our staff as much as possible. Three proposed changes are:

1. Eliminate the 1st and 2nd year contribution structure of 30% and have all employees on the same 15% contribution premium structure.
2. Eliminate requirement stating employees’ spouses must be on the district insurance for 8 or 9.5 consecutive years in order for the spouse to also be eligible for the 5-year health insurance retirement benefit. The proposal is that employees must have 8 or 9.5 consecutive years in order to receive the 5-year health insurance retirement benefit, at which time the employee can

- add their spouse.
3. Replace the additional spouse / civil union partner lifetime deductible of \$1,850 for a working spouse eligible for insurance with a spousal surcharge of \$175 per month.
- The Board will be asked to take action on May 19.

First Reading Policy 8.25, Advertising and Distributing Materials in Schools Provided by Non-School Related Entities

Kaine Osburn noted that this policy recommendation is part of the overall comprehensive policy review. Adoption of the policy will allow us to develop some procedures to operationalize it.

Board members provided feedback:

- Procedures will be tightly written so schools are not overly commercialized.
- Potential for sponsorship on score boards.
- Decisions will be made on a case by case basis with good procedures in place to guide them.
- There will be no disruption to the educational environment

The Board will be asked to take action on May 19.

Instructional Resources

Jen Hester noted that AP Central (AP Central is a site within the College Board that deals with AP testing) is requiring District 203 to update our textbooks for college physics to a text that is approved by AP Central. The additional resources will come out of this year's budget. The Board will be asked to take action on May 19, 2014.

Discussion With
Action

Establish date of Public Hearing for FY15 Budget

Brad Cauffman noted that the Illinois statutes require the school district to adopt a budget by September 30, 2014. The process for the adoption requires at least one Public Hearing after the Tentative Budget has been made conveniently available to the public for at least 30 days. This resolution allows the Tentative Budget to be prepared and made available to the public for inspection. The Tentative Budget can be changed prior to adoption in response to public input or at the request of the Board of Education.

Jaensch moved to approve the resolution designating the Chief Financial Officer to prepare a Tentative Budget for fiscal year 2014-15 and place the budget on display no later than May 6, 2014, and set June 16, 2014 for a Public Hearing. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Wandke, Crotty, Fitzgerald, Romberg, Jaensch, Price and Fielden. No: None. The motion carried.

Contract for Talent Ed, Teacher Evaluation Software

Kaine Osburn noted that adopting an online teacher evaluation management solution supports the strategic blueprint and complies with Illinois Law. It will empower teachers and administrators to better manage the evaluation process by meeting deadlines, communicating the content and rating of a teacher evaluation, establishing greater consistency and rigor in the evaluation process, and documenting the process for the purposes of complying with state law on teacher evaluation. The three year contract with a termination clause has been

reviewed by legal counsel.

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

Contract for Educational Consultants & Research Associates, Student Growth Test Model Development – PERA

Kaine Osburn noted that a requirement of state statute is that by the 2016-17 school year all specified teacher evaluations include a measurement of student growth in their summative rating. The Evaluation committee and administration recommend that a system for measuring student growth for the purposes of rating teacher performance be tested in the 2014-15 school year. A test model would be limited in scope and would establish an emerging model for understanding how a student growth system might be successfully implemented as part of teacher evaluation and comply with the law.

Crotty made a motion to approve the contract for Educational Consultants & Research Associates as presented. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Fielden, Romberg, Wandke, Crotty, Jaensch, Fitzgerald, and Price. No: None. The motion carried.

Updated After School Provider Agreement

Kaine Osburn indicated that for the 2013-14 school year, the contract with Champions stipulated that they would provide before and/or after-school programming at Beebe Elementary and Ranch View Elementary. Principals undertook a new process this year of surveying parents and observing before and after school programs in other D203 schools. The principals at River Woods and Ellsworth Elementary Schools chose to seek partnership with Champions to provide before and after school programs in their schools. The updated agreement stipulates that for the 2014-15 school year, Champions will provide before and after school programming at: Beebe, Ranch View, River Woods, and Ellsworth.

Wandke made a motion to approve the updated contract with Champions to provide before and after school programs. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Fielden, Fitzgerald, Price, Crotty, Jaensch, and Wandke. The motion carried.

New Business
Old Business
Upcoming
Events

Adjournment

Jaensch made a motion to return to Closed Session at 9:40 p.m. for the 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 The sale or purchase of securities, investments, or investment contracts. 5

- ILCS 120/2(c)(7).
- 4 The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
 - 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).
 - 6 Student Disciplinary Cases 5 ILCS 120/2(c)(9).
 - 7 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).

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

Jaensch made a motion to adjourn the meeting at 10:15 p.m. Fitzgerald seconded the motion. A unanimous voice vote was taken and the motion carried.

Approved

May 19, 2014

Jackie Romberg, President
Board of Education

Ann N. Bell, Secretary
Board of Education