

MINUTES OF A BUSINESS 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 RD., NAPERVILLE, IL.  
NOVEMBER 20, 2017 AT 7:00 P.M. CLOSED SESSION 5:00 p.m.

Call to Order President Kristin Fitzgerald called the meeting to order at 5:00 p.m. Board members present: Kristine Gericke, Kristin Fitzgerald, Janet Yang Rohr, Paul Leong, and Donna Wandke. Charles Cush at 5:09 p.m. Absent: Terry Fielden.

Administrators present were: Dan Bridges, Superintendent; Bob Ross, Chief Operating Officer; and Nancy Voise, Assistant Superintendent for Secondary Education. Marcy Boyan, Chief Financial Officer from 5:32 – 6:23 p.m. Also present from 5:32 – 6:23 p.m. were Brian Hextell, John Huber, and Fenil Patel from PMA.

Closed Session Wandke moved, seconded by Gericke to go into Closed Session at 5:00 p.m. for consideration of:

1. Discussion of minutes of meetings lawfully closed under the Open Meetings Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21). 9/18/17, 10/2/17.
2. 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).
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).
4. The sale or purchase of securities, investments, or investment contracts 5 ILCS 120/2(c)(7).

Meeting Opening Wandke moved seconded by Gericke to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Gericke, Leong, Cush, Yang Rohr, and Wandke. No: None. The motion carried.

Meeting Opening Welcome and Mission

Roll Call Board Members present were: Kristin Fitzgerald, Paul Leong, Donna Wandke, Janet Yang Rohr, Kristine Gericke, and Charles Cush. Absent: Terry Fielden.

Student Ambassadors:  
Present: Preston Chao  
Absent: Vanessa Eklou

Administrators present: Dan Bridges, Superintendent; Jennifer Hester, Chief Academic Officer; Bob Ross, Chief Operating Officer; Chuck Freundt, Assistant Superintendent for Elementary Education; Nancy Voise, Assistant Superintendent for Secondary Education; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Patrick Noltan, Assistant Superintendent for Assessment; Michelle Fregoso, Director of Communications; Roger Brunelle, Chief Information Officer; Marcy Boyan,

Chief Financial Officer.

Pledge of  
Allegiance

Katy Lynch, Principal of Meadow Glens Elementary school, introduced the following students who led the Pledge of Allegiance: Luke Littig, Cheryl Cheng, Kara Payton, and Rohan Rao.

Public Hearing

**Hearing on State Waiver – Drivers Education Simulators**

Board President Fitzgerald called the Hearing on the State Waiver for Drivers Education Simulators to order at 7:22 p.m. She explained the procedure for the hearing.

**Administration Comments**

Nancy Voise was joined by John Fiore and Neil Duncan. She explained that we are seeking to renew a waiver to maintain the use of computer simulators to fulfill three of the six hour on-the-street driver education requirement. We have been operating under the waiver for the last 10 years.

**Public Comments**

There were no public comments.

**Board of Education Comments**

- Are students allowed to get more than the minimum hours on the simulators?
  - Yes.
- Do students feel that they get value from the simulators?
  - Yes, they value the experience. There are many modules that allow students to experience a variety of situations that are very real.
- Are the simulators updated so they are current?
  - We got new updated individualized simulators two years ago. The software can and is updated so it is the latest available.
- Do you feel like we are providing a safe experience for the students?
  - Yes, the experiences complement each other.
- The students are required to have 50 hours behind the wheel with parents or instructors. They get two experiences with the simulators.

**Close Hearing on State Waiver – Drivers Education Simulators**

Wandke moved to Close the Hearing on the State Waiver at 7:28 p.m. Cush seconded the motion. A roll call vote was taken. Those voting yes: Yang Rohr, Cush, Fitzgerald, Wandke, Leong, and Gericke. No: None. The motion carried.

Recognition

**Mission Maker Award**

Superintendent Bridges along with Jefferson Junior High Assistant Principal Malee Farmer and instructors Eduardo Gonzalez and Aaron Maschman recognized Adapted PE Peers: Andrew Baumgart, Vaughn Beallis, Noelle Coderre, Sean Denker, Reyah Doshi, Abigail Grace, Cassidy Grove, Julian Heer, Claire Jansen, Nathan Kallstrand, Madelyn Konrad, Katryn Kristle, Ashley Kushner, Emily Mittenthal, Arianna Sitzman, Cassidy Smith, Cambria Swanson, Alexis Wright as Mission Makers from Jefferson Junior High School. You and your teachers, Mr. Gonzalez and Mr. Maschman, were

nominated by Principal Megan Ptak and Learning Behavior Specialist Jen Brandes.

Mr. Gonzalez and Mr. Maschman's Adapted PE Peer Buddies are the definition of Community Contributors and Collaborative Workers. Each day, these kind, supportive students dedicate their PE period to working with a population of learners who find physical activity and social interactions more difficult.

### **NNHS Girls Cross Country State Champions**

Superintendent Bridges recognized the Naperville North High School Girls Cross Country Varsity Team for winning the IHSA State Championship. The team members are: Sophie Acanfora, Claire Bruce, Sophie Bruce, Madeline Cody, Kate Donaldson, Megan Driscoll, Jill Fitz, Maggie Gamboa, Claire Hill, Karen Hunter, Shannon Jennings, Audrey Mendrys, Alex Morris, Molly Morton, Wagner Osborne, Sam Prazma, Hannah Ricci, and Sarah Schmitt.

Coaches are: Dan Iverson, Anna Kraftson, Deanna Nesci, and Jen Weigand.

### **NNHS Boys Soccer Team State Champions**

Superintendent Bridges recognized the Naperville North High School Boys Soccer Team for winning the IHSA State Championship. The Team members are: Jacob Vrankin, Christian Romano, Hashem Atassi, Nata Rojas, Justin Chen, Kyle Giron, Howie Guo, Jack Hill, Patrick Koenig, Ian Guppy, Vincent Roberts, Ali Khorfan, George Ladas, Jacob Ridges, Ty Konrad, Cesar Recendez, Ethan Harvey, Jason Barba, Mitch Konrad, Will Ritzmann, Marcel Francis, Jack Barry, Matt Billardello, Myles Barry, Jack Watson, Tommy Welch, and Colin Iverson.

Coaches: Jim Konrad, Steve Goletz, Nick Maksa, Ryan Kuehne, Sean Kuehne, Paul Becvar, Chach Aguilar, and Ammanda Simonetti.

Public Comment	<p>Peter LaBore, Center for Student Safety</p> <p>Questioned what steps D203 has taken since 2001 to train SROs. He was invited to a meeting to discuss his concerns, but declined since the whole Board was not invited. He promoted The Center for Student Safety. He invited the Superintendent and all Board members to attend an event regarding cyber training for school administrators and law enforcement on December 8 at his expense. He indicated that problems can be avoided with proper training.</p>
Monthly Reports	<ul style="list-style-type: none"><li>• Treasurer's Statement – The Board received the September Treasurer's Statement.</li><li>• Investments – The Board received the September Investment Report</li><li>• The Board received Budget Reports for September.</li><li>• The Board received the September Insurance Report.</li></ul>
Action by Consent	<p>The following items were presented on the Consent Agenda:</p> <p><b>1. Bills and Claims</b> from Warrant # 1002181 thru Warrant # 1003079 totaling \$28,586,191.42 for the period of October 17, 2017 to November 20, 2017.</p> <p><b>2. Adoption of the Personnel Report</b></p>

**Appointment – Certified (Full Time)**

Elizabeth Brodette, October 12, 2017, Kingsley, Kindergarten

**Resignation Of Non-Union Classified**

Sandy Liska, December 1, 2017, PSAC, Sr Support Analyst

**Retirement – Classified**

Kenneth Priddy, August 3, 2017, Transportation , Bus Driver

**Resignation – Classified**

Amy Garcia, November 26, 2017, NNHS, Special Education Assistant

Jill Thornton, December 8, 2017, River Woods, Special Education Assistant

Laura Weber, October 18, 2017, Transportation Bus Driver

**Employment – Classified**

Murray Carlson, November 2 2017, Transportation, Bus Driver

Tom Dudas, November 2, 2017, Transportation, Bus Driver

Beth Griffith, November 6, 2017, NCHS, Health Technician

Teresa Schmult, November 28, 2017, NNHS, Computer Support Associate

Demetria White, November 27, 2017, Steeple Run, Dual Language Assistant

**Employment – Classified (Part-Time)**

Sinikka Mondini, December 4, 2017, PSAC, Temporary Media Specialist

**Addendum**

**Appointment – Certified (Full Time)**

Melissa Maiste, 11/20/17 – 5/25/17, JJHS, Language Arts/Social Science

**Appointment – Certified (Part-Time)**

Kathryn Peterson, 11/27/17 – 5/25/17, Student Services, ALOP (40%)

**Resignation – Classified**

Robert Kirkland, December 21, 2017, NNHS, Campus Supervisor

Hunter Lee, November 21, 2017, NCHS, Special Education Assistant

**Reassignment – Non-Union Classified**

Nieta Gates, November 21, 2017, PSAC, HR Generalist

**Employment – Non-Union-Classified**

Wendy Goettsch, November 21, 2017, PSAC, NEF Executive Director

**3. Board meeting Minutes from 10/16/17 and 11/6/17**

**4. Naperville Development Partnership**

Cush made a motion to approve Warrant # 1002181 thru Warrant # 1003079 totaling \$28,586,191.42 for the period of October 17, 2017 to November 20, 2017 and the remaining items on the Consent Agenda numbers 1 through 4 with the exception of the Board Meeting Minutes from 11/6/17 as presented. Yang Rohr seconded the motion. A roll call vote was taken. Those voting yes: Leong, Fitzgerald, Wandke, Cush, Gericke, and Yang Rohr. No: None. The motion carried.

Superintendent Bridges introduced Wendy Goettsch as the next Executive Director of the NEF. He indicated that Wendy has been a part of a rigorous selection process and that it is an honor to welcome her as next Executive Director.

Cush made a motion to approve the Board Meeting Minutes from November 6, 2017. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Gericke, Leong, Yang Rohr, Fitzgerald, and Wandke. No: None. Abstain: Cush. The motion carried

Communications

Written

Communications

**Freedom of Information Requests:**

- Pomerance request for contracts with higher education establishments.
- Harbo request for facilities information.
- Vvsdfoia request for student information.
- Vvsdfoia request for email information.
- Vvsdfoia request for an individual's information.
- Roy request for staff information.
- Roy request for student grade information.
- Roy request for student grade information.
- Padron request for contract information.

Student

Ambassador

Reports

**Student Ambassador Reports:**

Preston Chao, NNHS reported:

- The Girls Cross Country Team won 1<sup>st</sup> in State.
- The Boys Soccer Team won 1<sup>st</sup> in State.
- The Girls Swim Team participated at the State meet.
- Colonel Harvey Barnham – veteran that came to support Veteran's Day.
- The Blackhawks National Anthem singer came and sang the National Anthem at NNHS.
- 47 students received the National Merit and were commended and recognized. Also recognized unsung heroes.
- Radio play displayed all the talents of the students.
- National Honors Society nominated new members.
- Spanish National Honor Society selling hand woven bracelets and purses to help Central America – the artists receive 100% of the profits.

Superintendent

Staff/School

Reports

**Five Year Financial Forecast/Citizens Financial Advisors Report**

Superintendent Bridges noted that in order to assist the Board with the tax levy decision, the administration updates the 5 year forecast annually. Marcy Boyan indicated that this is a preliminary look at the projections to begin the budgeting process for FY 2018 – 2019. The Citizens Finance Advisory Committee met to begin the discussions. The District contracts with PMA Financial of Naperville which provides forecasting software (5Cast) as well as a consultant to assist the District with this planning tool. The program uses historical data, and data assumptions for future known changes to calculate most local and state revenue and a majority of our expenditures. New growth plays a large part in future revenue planning for the District and community. Several financial scenarios were reviewed. A potential two year tax freeze is on the horizon and we need to plan for this possibility. Revenue sources were reviewed and it was noted that we need good consensus on revenue before we plan any changes to programs or expenditures. The largest expenditures are salaries and benefits. Other expenditures were reviewed. Calling the \$9.5 million in outstanding bonds in February 2018 was included in a scenario. Last year the District abated the 2016 Debt Service Levy. If we abate the 2017 Debt

Service Levy, it would save the average taxpayer approximately \$88.00. The District has set aside money to prepare for the redemption of the 2008 bonds. It would eliminate interest owed, and at the same time we would lose investment earnings on the money. The advantage to the community outweighs any investment earnings. The feedback from the Citizens Finance Advisory committee included the support of a full levy request, abatement of the 2017 Debt Service Levy and support to repurchase the 2008 bonds with Fund Balance reserves.

Superintendent Bridges indicated that the Board is represented by two members on the Citizens Finance Advisory Committee, Janet Yang Rohr and Terry Fielden. He also indicated that Board members took part in Professional Learning at the Triple I Conference. He attended a legislative session where there was discussion about the property tax freeze and whether it would actually be approved and this will be revisited in the spring. There was also discussion about the pension cost shift. We need to be alert to what occurs in the Spring session.

Board questions and comments:

- Janet Yang Rohr, one of the Board liaisons to the Citizens Finance Advisory Committee indicated that the committee looked deeply at the assumptions and numbers. The group is supportive of taking a conservative stand. There is a wide variety of expertise represented on the committee. There was good conversation and serious discussion about the considerations.
- With regard to the health care assumption, can you discuss our past couple years, what we projected and what has actually occurred.
  - We have had some very good years in terms of our health claims.
  - A few years we had freezes and one year a 5% increase.
  - New design plans were introduced that caused the premium reduction.
  - The focus in on a wellness initiative: to know your benefits, know your numbers and try to improve yourself.
- It is a testament to the great work of that committee if we project 5%, the Board needs to be aware that it is a conservative estimate.
  - We can revisit this in the spring.
  - Trends outside the District were discussed.
- The committee has really helped with the accurate projections.
- The 90% assumption of the State allocation, does this reflect a conservative enough estimate.
  - The discussion was more about maintaining consistency about how it was budgeted in the past.
  - We received some of the payments that were due last year which has helped limit the gap – constant lateness.

### **FY 2017 Audit**

Superintendent Bridges indicated that each year the District engages an independent accounting firm to perform an audit of the District's financial records. The Board received copies of the report and will discuss it at the December 18 Board meeting. Marcy Boyan commented that the audit did not

find any material weakness and there was no non-compliance noted. There were a few recommendations made and some actions suggested that the Business Office will take into consideration.

President's  
Report

Kristin Fitzgerald reported that she was the D203 Delegate to the IASB Delegate Assembly over the weekend. Our resolution regarding under levying the PTELL limit passed with no questions or concerns. It will help us have the tools to levy the exact amount – we have protection that we can go back and adjust the levy based on changes that were not able to foresee. All other resolutions were passed and the ones that were opposed by the committee failed. It was a great experience to hear the dialogue from all the other school districts.

Board of  
Education  
Reports

Board members took part in continuing education at the IASB Conference this weekend.

Kristine Gericke

- This was her first Triple I Conference.
- There were multiple opportunities - it was hard to narrow down what to go to so she could make the best use of her time.
- Attended the Delegate Assembly and found it to be organized chaos.
- Went to two sessions on school finance.
- Good to see and hear other districts and what they are doing.
- Grateful for the opportunity to attend.

Janet Yang Rohr

- Appreciated the opportunity to attend.
- It was great to connect with other schools and to be able to benchmark our processes against some of the other districts.
- We are already doing a lot of what other districts considered benchmarks.
- Got a lot of new ideas from other districts.
- One suggestion is that the Superintendent do a weekly video like the Huntley colleagues are doing.

Paul Leong

- Focus was to learn from panelists on how best to approach and work with the achievement gaps.
- Experiences were vast – some similar to ours and many different.
- Gained insight on how others are working on the achievement gap.
- We have a long way to go but we are already doing a good job.

Charles Cush

- Focused on key topics.
- Keynote speakers pretty good – they gave some powerful talks that apply to us as leaders in the community and as individuals.
- Overall it was a good opportunity to spend two days focused, thinking and sharing conversations with other districts.
- There are commonalities with challenges.

- There are a lot of areas that we are leading the way in and should be proud.

Donna Wandke

- It was interesting to pick out different panels.
- We are leading the way.
- There are still new and different ideas.
- Financial stewardship in Illinois – new revenue ideas and new ideas for better expenditure control.
- Positive behavior interventions and restorative practices – some new ideas.
- College and career readiness is on our focus – seminar was very informational.
- PLCs we are implementing in high school with late start.
- Standard based reporting K – 12 we are doing it K – 8
- We are doing all of these on some level.
- Teambuilding that we do is important at conferences. It is beneficial to us to function together as a Board.

Kristin

- Very helpful to be able to learn together in the areas that we are specifically working on.
- Key notes speakers helped with mindset changes.
- Enjoyed a number of presentations especially the carousel of panels – like the dialogue and exchange of ideas.
- Great conference – appreciate that all the Board members attended and value learning as models for continuous learning for our students.

Superintendent Bridges

- D203 participated in the conference – He thanked Dr. Nolten who, with another panel presented information on assessment for the State.
- Presented on Carol Hetmans behalf on leadership capacity and talent management and what we are doing as a district.
- Attended the annual meeting of the Large Unit District Association (LUDA). John Burkey, Superintendent of Huntley, will be the next Director of LUDA since Diane Rutledge is retiring.

Janet Yang Rohr attended the Veteran's Day assembly at Ellsworth, her Adopt – a – School. 21 Veterans came in to talk about their service to the country and for some this was the first time they have been honored since they came home. It was a great educational experience for students and the District was contributing to the larger community.

Discussion  
Without Action

### **2017 Tax Levy Determination**

Superintendent Bridges indicated that the Board is required by law to estimate the levy prior to its adoption on December 18, 2017. We will have further discussions in December. Marcy Boyan began by explaining that the purpose of a tax levy is to create a formal request for revenue to be raised from property taxes to operate our schools. Levy calculations are based on the Consumer Price Index (CPI), new construction, a levy adjustment in the spring and equalized assessed evaluation (EAV). Property value and tax rates



determine how much money a school district can realize. Our goal is to plan for future expenses and programs. We typically know what to expect for local tax revenues, but will levy slightly more than expected to capture any new construction that might be included in the tax base. We can always reduce the levy, we cannot add to it. We are subject to the tax cap. The change in CPI is the largest single revenue assumption and projecting future year CPI percentages can be difficult. We are projecting that property tax values (EAV) will continue to recover in the future. The district's tax rate is expected to continue to decline. Scenarios for abating and not abating the debt service were discussed. The recommendation is to support the full levy request. We can always choose not to take the full extension. The recommendation also includes abating the debt service in March, unless any substantial financial changes occur in the near future. Additionally to repurchase the 2008 bonds totaling \$9.5M.

Board questions/comments:

- How close are the CPI projections?
  - We will include information from last year at the next meeting.
- The Committee supported taking tax levy to full extent. We don't usually revisit the levy in March, but I would like to be sure to visit it in March.
  - We have a very short turn-around time in March.
  - Suggestion that we revisit this with the Financial Advisors Committee in January and then have the conversation with the Board in February.
- We are looking out for our taxpayers and do not want to take more than we need, so the fact that we can revisit this is a good thing.
- We work hard to be fiscally responsible to our taxpayers; uncertainties from the state are difficult. Taking the full levy and possibly abating some of it is the way to go.
  - To recap: The tax rates should decline in the next levy; if we abate the debt service levy, the average homeowner should see an \$88.00 savings; if we repurchase the 2008 bonds early there will be a long-term savings for the community. We want to remain cautious with the state of Springfield and how their decisions for local dollars might affect our community.
- Get any additional questions in and more discussion will take place December 4, with action on December 18.

Discussion With  
Action

### **Summer School 2018**

Mr. Ross indicated that there is one additional document in BoardDocs, a multi-year financial recap in response to question about expenses over the years.

Board Questions/Comments:

- The large increase in numbers over the years needs to be addressed.
  - The balance line investment increased significantly, in particular the payroll line due to several occurrences: the teacher's contract included new pay rates; there were more days in summer school resulting in more pay for teachers; teaching positions were added.

- We have seen a dramatic increase in waived fees due to the effort to decrease summer learning loss.
- The investment is good, but we cannot continue to grow at this rate.
- We want to keep in mind the efforts to close the achievement gap – it is a direction we want to go – pleased in the increase of students who we want there.
- The investment will help our students, we are not required to do it, but it adds to what we can offer students.
- We need to be aware of the expenses and be financial stewards – maybe we should level here.
  - We will be doing an analysis and review of the summer school program including the overall expenditures. We may have to offset expenses in other areas.
- We do not want to penalize students and parents who choose not to participate by funding summer school.
- It seems like expenses will go up even if the program does not grow.
- Students get value across the board.
- We need to evaluate the cost to get students who have summer learning loss up to speed.
- We need to evaluate our fees to determine if they are at the right level.
- Is it long enough to evaluate if we are seeing positive changes in the school year?
  - The Hanover Report will be a valuable tool.
- If there is so much benefit in summer school – let's do it for all students and spread the cost across all students.
  - We have a committee reviewing the school day and we already have calendars approved.
  - The Board's calendar criteria will be discussed in January.

Yang Rohr made a motion to approve the Summer School 2018 as presented. Cush seconded the motion. A roll call vote was taken. Those voting yes: Leong, Yang Rohr, Fitzgerald, Gericke, Wandke, and Cush. No: None. The motion carried.

### **Drivers Ed Simulator Waiver**

Superintendent Bridges indicated that earlier this evening a presentation was made supporting the District's application for a Simulator Waiver. There was no further discussion.

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

### **Designating Interest Earnings Resolution**

Superintendent Bridges indicated that the Interest Earnings Resolution was previously discussed and there was no new information.

Wandke made a motion to approve the Interest Earnings Resolution. Leong

seconded the motion. A roll call vote was taken. Those voting yes: Leong, Wandke, Cush, Gericke, Yang Rohr, and Fitzgerald. No: None. The motion carried.

**Policy Review: First Reading Policies 2.220, School Board Meeting Procedure; 2.104, Internal Organization**

Superintendent Bridges indicated that this was discussed at the last meeting. Since Mr. Fielden was not present and he proposed the changes, it was suggested that if there were questions and discussion, we should table the vote for the next meeting. There were no questions/discussion.

Cush made a motion to approve the proposed changes to policies 2.220 and 2.104 as presented. Gericke seconded the motion. A roll call vote was taken. Those voting yes: Leong, Fitzgerald, Wandke, Yang Rohr, Gericke, and Cush. No: None. The motion carried.

**Old Business**

**New Business**

**Upcoming Events**

- Focus 203 Dr. Jonathan Singer for a Community Conversation About Suicide - Traditional Focus 203 format  
November 30 7:00 p.m. NCHS Cafeteria or December 1 9:30 a.m. Pavilion at Meson Sabika

**Adjournment**

Gericke moved seconded by Cush to adjourn the meeting at 9:05 p.m. A voice vote was taken. Those voting yes: Gericke, Fitzgerald, Wandke, Cush, Leong, Yang Rohr. No: None. The motion carried.

**Approved**

December 18, 2017

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Kristin Fitzgerald, President  
Board of Education

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Ann Bell, Secretary  
Board of Education