

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 ROAD, NAPERVILLE, IL.
OCTOBER 19, 2015, AT 7:00 P.M. CLOSED SESSION 6:00 p.m.

- Call to Order President Terry Fielden called the meeting to order at 6:00 p.m. Board members present: Jackie Romberg, Kristin Fitzgerald, Suzyn Price, Susan Crotty, Donna Wandke, Mike Jaensch and Terry Fielden.
- Administrators present were: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer
- Closed Session Fitzgerald moved, seconded by Crotty to go into Closed Session at 6:00 p.m. for consideration of:
1. Discussion of lawfully closed minutes 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).
 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).
 5. Security procedures and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public or public property 5 ILCS 120/2(c)(8).
 6. The setting of a price for sale or lease of property owned by the District 5 ILCS 120/2(c)(6).
 7. Collective negotiating matters between the District and its employees or their representatives 5 ILCS 120/2(c)(2).
- Meeting Opening Wandke moved seconded by Crotty to return to Open Session at 7:06 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Romberg, Price, Fielden, Jaensch, Wandke and Crotty. No: None. The motion carried.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Jackie Romberg, Kristin Fitzgerald, Terry Fielden, Susan Crotty, Suzyn Price, Donna Wandke and Mike Jaensch.
- Student Ambassadors Present: Abby Rader and Kevin Angell
- Administrators present: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Jen Hester, Chief Academic Officer; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Bob Ross, Assistant

Superintendent for Secondary education; Kitty Ryan, Assistant Superintendent for Elementary Education; 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; Steve Mathis, Director of Buildings and Grounds; Michelle Fregoso, Director of Communications.

Pledge of Allegiance

Cheryl DeGan, Principal of Ellsworth Elementary introduced the following students who led the Pledge of Allegiance: Beric Moeller, Avery Stein, Sophia Ruffalo, Jenny Garcia, Sammy Davies and Leo Lausted.

Recognition

Superintendent Bridges noted that several people were honored at the Those Who Excel Banquet in Bloomington/Normal last weekend. They are: Sue Hubbard, Kara Korosec, Robert Sommer, Erin Stablein, Timothy Wierenga, Veronica Zamora and the SFCP Team from Kennedy Junior High. He thanked them for the outstanding work they do for the students in the District.

National Merit Semi-finalists

The National Merit Corporation announced that 38 students from District 203 are Semi-Finalists in the 61st annual National Merit Scholarship Program. Students have the opportunity to continue in the competition for scholarships that will be offered in the spring.

Students from Naperville Central High School:

Kevin Angell, Deborah Chang, Tiffany Chen, Cole Hook, Benjamin Osorio, Kristen Riedinger, Ellen Royal, John Rudolph, Sathvik Sanagala, Anson Tong, Kevin Trickey, Naga Vivekanandan, Victoria Wu, Kristine Xu, Samantha Xu, Eric Zhang, Zhiyuan Zheng.

Students from Naperville North High School:

Jeremy Ahn, Shruti Baxi, Nicholas Connelly, Daniel Emge, Kelly Fan, Christian Fu, Annie Hu, Aaron Kruk, Michael Lin, Maxwell Lowery, Nicole Marcus, Laurel Pereira, Anne Price, Katherine Przybyl, Yi Qiao, Anavi Tekriwal, Angela Xu, Emily Xue, Phillip Zhou, James Zhu, Lena Zhu.

Mission Maker Award

Superintendent Bridges congratulated Abbey Renfro; Maggie O'Brien; Allie Wenzel: Self-Directed Learners, Collaborative Workers and Community Contributors. These three students attended an assembly at Hinsdale Central HS in February. The guest speaker was Chris Herren, whose message helps students prevent addiction and/or overcome addiction. They were very impressed, and felt that the NCHS community would benefit from this message. They arranged for a meeting with Mrs. Neben, Dean of Intervention, and presented the idea of bringing Chris Herren to NCHS. These young women contacted and found sponsors (willing to donate money to pay for Herren's appearance), designed flyers, and participated in planning the details of the assembly that was held at NCHS on October 6th.

Public Comment None

Communications
Student
Ambassador
Reports

Student Ambassador Reports

Kevin Angell, NCHS:

- The PSAT test was given last Wednesday. It is usually given on a Saturday. It went very smoothly.
- Parent/Teacher Conferences were last week. Naperville Central Student Ambassadors volunteered to guide parents to the classrooms to ensure that they found their way.
- Last Thursday Professional Learning took place for teachers to learn about Hapara Learning, educational software that helps teachers monitor and provide feedback on student work. It will be implemented at NCHS to help with the efficiency of Chromebooks.
- Girls Tennis competed in sectionals last weekend. Tiffany Chen won the singles tournament and will advance to State along with a team of doubles.
- Both boys and girls Cross Country competed in Conference competition last week and will compete in Regionals this week.
- Marching band took part in the State competition last weekend and will go on to compete in the Marching Bands of America Fall Championship this Saturday in Indianapolis.

Abby Rader, NNHS:

- The PSAT was given at NNHS last week as well as required by the National Board.
- ECG screening will be on October 22 for those students who choose to participate.
- NHS induction will be on November 4.
- Hosting the Science Olympiad on November 6.
- Career and Carnival Week is in two weeks - November 9.
- Girl's golf took 4th in State.
- Last week was homecoming week.
- Lots of activities during the week leading up to the football game. They won their first football game against D204.

Written
Communications

Freedom of Information Requests:

- Michael Tracy request for pool chemical information.
- Patrick McCraney request for contract, budget, legal settlement and payroll information.

Superintendent
Staff/School
Reports

Diversity Advisory Committee Report

Superintendent Bridges noted that the Diversity Advisory Committee had its first meeting of this school year last week. There are about 30 members including Board liaisons (Susan Crotty and Jackie Romberg), staff, parents and community members. The committee reviewed and discussed feedback from the Welcome to 203 Picnic that was held in August. They made recommendations for the 2016 picnic.

Superintendent Bridges gave a brief overview of the state of the District and an update on the changing demographics in the community. They were asked to review the Strategic Blueprint through the lens of diversity and equity. They will discuss this to determine future meeting topics. The next meeting will be held on Wednesday, November 18, 7:00 p.m. at PSAC.

Board comments:

- The committee has taken on a higher level of thinking. You can see the sense of trust and it is nice that they are another source for reflection and ideas.
- The whole combination of the make-up of the committee makes it authentic.

DLI Update

Superintendent Bridges noted that DLI is one of the large initiatives and that it is important to keep the Board up to date along the way. This is an update on how things have gone to date. He introduced Jennifer Hester and Roger Brunelle. Dr. Hester noted that the outcome of the report was to review the DLI strategy and provide an update on the progress to date. She indicated that exciting things are happening with this initiative citing the two Focus 2020 Strategic Blueprint Commitments 1.16F and 3.18C. Both commitments work to increase student engagement, differentiation, increase collaboration and communication and provide access to multiple resources. She reviewed the implementation plan that was approved by the Board of Education in May of 2015 ending with the 3rd year when the program would be implemented at the elementary level. Further study of the systems will take place prior to the final recommendation for year three. The Teaching and Learning and Technology expectations for years 1 and 2 were reviewed. Dr. Hester then focused on the Professional Learning that has taken place for the high school staff, noting that the professional learning has been geared toward three groups of professionals: Teachers, Teacher Leaders (Digital Learning Leaders), and administrators. It has been in the form of online, face to face, digital and paper, on-going and collaborative job embedded support. The Digital Learning Leaders are receiving additional training as well as coaching from DELL consultants to provide ongoing support for their colleagues.

Mr. Brunelle provided a school based update. At the high school level, professional learning which began last summer is being implemented as planned. Professional Learning has been a critical component to the success of the initiative. Google accounts as well as Gmail accounts have been set up for all students. Over 6500 Chromebooks were deployed as part of the registration process at both Naperville Central and Naperville North High Schools. At the Junior High level, professional learning plans are being implemented. All students Google domain IDs have been created. Digital learning is expanding to develop expertise and capacity to set the stage for full implementation next fall. At the elementary level, professional learning plans are being implemented. Student Google domain IDs have been created. Ecosystems and devices are being piloted especially at the 3 – 5 level.

Digital Learning presence on the District website has been populated and enhanced. It is a valuable resource for information pertaining to this initiative including frequently asked questions. Filtering has been put in place both within our district network as well as at home filtering. It provides conservative filtering which we are fine tuning moving forward with input from our teachers and students. We have acquired and are piloting the HAPARA classroom management tool for teachers to view and monitor student internet activity. We continue to review new offerings from the Google

ecosystem to incorporate into our initiative. Overall support issues have not been significant; mostly password management, keyboard and screen repairs. We have had 52 screen repairs, and 20 keyboard issues. We utilize our spare stock to be sure the impact to students is minimal. We have had one stolen Chromebook and one broken beyond repair.

Dr. Hester discussed next steps noting that we are continuing with the junior high expansion and elementary pilot. We continue to learn about the complex multitude of applications, extensions, and tools offered by the Google ecosystem. We are preparing for the junior high implementation and collecting data at the 3 – 5 level so we can bring a recommendation for an ecosystem and device to the Board. We continue to update and expand the information that is on the website. The new help desk system was introduced to staff last week which will bring more efficiency to technology support services. She noted that we will collect feedback at the high school and junior high level from students, parents, administrators and teachers to measure the success and degree of implementation. Feedback will also be sought at the elementary level from students parents and teachers regarding Apple/Google applications. Decisions still need to be made for implementation in 2017 – 2018.

The Focus 203 Sessions this month will feature Digital Learning. Teachers and students are coming to the evening session to share their perspective on how the DLI is going. The Focus 203 Sessions are:

Wednesday, October 28, 7:00 – 9:00 p.m. at Naperville Central in the cafeteria.

Thursday, 8:30 – 10:30 a.m. at Grace United Methodist Church.

Board and Student Ambassador Questions/Comments

- Heard compliments from the community on the initiative.
- Some students have had internet issues at home.
 - Google can be accessed when there is no internet access.
 - Questions can be answered on the DLI page of the District website.
- Students like the collaboration especially the Google calendar.
- Students use the Chromebook in most classes. Google hangouts with friends are a great tool.
- Overall it has had a positive impact.
- Some teachers find that students get distracted
- There have been some concerns expressed about the privacy and if it is limited to school or home?
- Are we equipping students with typing skills so they can be effective?
 - We start the self-paced program Type Master in 3rd Grade. We continue to work on student typing skills.
- We are helping students take notes; learning how to get the key message when listening and substituting handwritten notes with Chromebook.
- Classroom management is sometimes an issue – teachers cannot be sure all students are on task.
 - Teachers have to rethink classroom management and how it looks different now.

ISBE School Report Card

Superintendent Bridges noted that annually the State Board of Education releases a report card that we are expecting in about two weeks. Student performance data and information will not be on the school report card this year because the data has not arrived from PARCC yet. He introduced Tim Wierenga and Malee Farmer, Director of Research and Analytics. Mr. Wierenga noted that the report card is typically published in October or November. This year some of the report card will be blank because the PARCC data is not available yet. He used last year's Report Card as a sample to explain the information that is typically on it. This presentation will give a preview of the results of the 5 Essentials Survey. This survey is a measure for us and it is used by the schools in their School Improvement Plans. Malee Farmer reported that the 5 Essentials Survey contains more information than academic measures. It was developed by the University of Chicago to measure school climate and was given statewide for the first time in 2013. Districts are required to administer it every other year to certified staff, parents and students in grades 6 – 12. The 2015 results are the second set of results for District 203. For the second time, D203 received the highest overall rating of Well Organized. She gave an overview of the 5 Essentials which are: Ambitious Instruction, Effective Leaders, Collaborative Teachers, Involved Families, and Supportive Environment. She reviewed the two essentials that the District increased on, Ambitious Instruction and Effective Leaders, which has the largest area for improvement. School improvement teams use the information for their School Improvement Plans.

Questions / Comments from the Board:

- Once we receive the data, will there be a similar presentation on the results?
 - Yes, tentatively next month, as soon as the data is available and we can analyze it, there will be a presentation.
- Since this is the first year for PARCC, there will be no comparison data. How will we be able to see progress especially in the concerning areas?
 - Mr. Wierenga and Mrs. Farmer have already begun to look at data that will reflect that information.

President's
Report

At the recently held DuPage IASB dinner, the D203 Board of Education received a Governance Award. They also heard a bleak report on the state of finances in Illinois.

Board of
Education
Reports

Monthly Reports

- Treasurer's Statement – The Board received the August Treasurer's Statement.
- Investments – The Board received the August Investment Report as well as an additional Cash and Investment Report.
- The Board received Budget Reports for August.
- The Board received the August Insurance Report.

Action by
Consent

The following items were presented on the Consent Agenda:

1. **Bills and Claims** from Warrant #402529 through Warrant #403518 totaling \$17,355,822.92 for the period of September 22, 2015 to October 19, 2015.

2. Personnel

Leave Of Absence – Certified

Nicole McGinnis, 9/21 – 12/22/15, NNHS, LBS

Retirement – Classified

Elizabeth Dahlquist, December 1, 2015, Naper, Health Technician

Adrienne Burns, December 31, 2015, PSAC, Learning Services Secretary

Resignation – Classified

Nicole Fries, October 6, 2015, Mill Street, Special Education Assistant

Employment – Classified

Sandra Rosmus, October 5, 2015, Kennedy, Custodian

Krystal Wimunc, October 12, 2015, Kingsley, Special Education Assistant

Daniel Goulson, October 14, 2015, Lincoln, Special Education Assistant

Jennifer Scamardi, October 5, 2015, Mill Street, Special Education Assistant

Patricia Cosgrove, October 19, 2015, Naperville Central, LRC Assistant

Richard Reynolds, October 5, 2015, Naperville Central, Pool Maintenance

Amy Gannon, November 2, 2015, PSAC, Learning Services Secretary

Zachary Ward, October 12, 2015, RV/MG, Custodian

Employment – Classified (Part-Time)

Sharmeen Tarique, October 26, 2015, Steeple Run, 3-5 Instructional Assistant

3. Board Meeting Minutes Legislative Breakfast 9/18/15, 9/21/15, 10/5/15

4. Retain/Release Closed Session Minutes as discussed in Closed Session

5. Disposal of Closed Session Recordings prior to April 21, 2015

Price made a motion to approve the Consent Agenda as presented with the exception of No. 3, Board Meeting Minutes 9/21/15, 10/5/15. Wandke 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.

Board Meeting Minutes 9/21/15

Price Made a motion to approve the Board Meeting Minutes from 9/21/15.

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.

Legislative Breakfast 9/18/15

Fitzgerald made a motion to approve the minutes from the Legislative

Breakfast 9/18/15. Crotty seconded the motion. A roll call vote was taken.

Those voting yes: Romberg, Fielden, Fitzgerald, Crotty, Jaensch and Wandke.

No: None. Abstain: Price. The motion carried.

Board Meeting Minutes 10/5/15

Wandke made a motion to approve the Board Meeting Minutes from 10/5/15.

Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes:

Jaensch, Price, Fitzgerald, Wandke, Fielden and Romberg. No: None. Abstain: Crotty. The motion carried.

Discussion
Without Action

Policy Review: First Reading Section 5

Superintendent Bridges noted that Policy 5.330, Support Staff, Fringe Benefits is being pulled for further review and will be brought back at a future time.

Suzyn Price left the meeting at 8:31 p.m.

5.280, Teaching Assistants, Coaches, Bus Drivers

Headings and content are reorganized to better reflect the work of respective positions.

5.285, Drug and Alcohol Testing for Bus Drivers

Eliminated all current policy and states that any District policy will adhere to State and Federal statutes. Policy does not go into effect until a person with a (CDL) Commercial Drivers' License is hired. Adhere to state and Federal law

It was clarified that Medical Marijuana is not acceptable within the District Policy.

5.290, Employment, Suspension, Termination for Support Staff

Eliminates unnecessary steps, details. Stipulates rights of Superintendent in regard to suspension.

The reduction in force for classified staff is handled very differently than how the teachers are rified.

5.300, Support Staff – Schedules and Employment Year

Revises references to CBAs, outlines parameters for setting schedules and calendars.

Board comments/Questions

- This is consistent with the collective bargaining agreement.
- Other policies in this section list all the bargaining agreements and state that the policy applies to those not covered by the agreements.
 - They will be listed for November 2.

5.320, Support Staff – Evaluation

Assigns evaluation program ultimately to Superintendent or designee and identifies standards for evaluation.

The Board will be asked to take action on the above policies November 2.

5.330, Support Staff – Fringe Benefits – this was pulled for further consideration.

Discussion With
Action

Policy Review: Second Reading Section 5

5.90, Abused and Neglected Child Reporting

Per Board feedback, hazing definition is aligned to Policy 7.190.

Kevin Angell did some research and suggested some changes that include listing hazing both physical and psychological.

Board Questions/Comments

- We should use all the same language as 7.190
- Superintendent Bridges noted that this Policy will be re-evaluated, recommendations will be incorporated and brought back November 2.

5.185, FMLA

Revisions make reference to CBAs and policy details, guidelines for eligibility, requesting FMLA, added certification specifics, implementation and primacy of Federal statute.

5.190, Teacher Qualifications

Details more responsibilities of teachers and Superintendent (or designee) regarding maintaining qualifications, statutory references.

5.200, Terms and Conditions of Employment and Dismissal

Superintendent is designated responsible for managing terms and conditions of employment, including adherence to State and Federal statute and CBAs.

5.250, Leaves of Absence

Asserts alignment of leave policy with CBAs and stipulates multiple leaves.

5.260, Student Teachers

Revises language to ensure sending universities or colleges conduct proper background checks. Superintendent of designee is responsible for student-teacher placement.

5.270, Compensation and Assignment

Re-names section defines “at-will” employees in regard to compensation and assignment.

IASB Resolutions

Superintendent Bridges noted that the proposed IASB Resolutions were discussed at the last meeting and there is no additional information. The Resolutions will be acted on at the annual meeting of the IASB Delegate Assembly in conjunction with the Triple I Conference Saturday, November 21, 10:30 a.m. at the Hyatt Regency Chicago. Superintendent Bridges noted that the Administration supports the recommendations from the resolutions committee.

Board question/comments:

- Was there any more discussion about #5, State Authorized Charter School Funding?
 - It is at the top of the list for legislative push.

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

motion carried.

IASB Delegate

The position of the Board on the resolutions will be taken by the D203 Board representative to the Delegate Assembly in November. Fitzgerald made a motion to appoint Donna Wandke as the Board representative to the Delegate Assembly in November. Romberg seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Fielden, Wandke, Crotty, Jaensch, and Fitzgerald. No: None. The motion carried.

New Business
Old Business
Upcoming
Events

- Focus 203 October 28, 2015, 7:00 – 9:00 p.m., NCHS Cafeteria – Topic DLI
- Focus 203 October 29, 2015, 8:30 – 10:30 a.m., Grace Church – Topic DLI
- Board of Education Meeting Monday, November 2, 2015, 7:00 p.m., PSAC
- Veteran’s Day Breakfast, Wednesday, November 11, 2015, 7:00 a.m., PSAC

Adjournment

Romberg made a motion at 8:51 p.m., seconded by Fitzgerald to return to Closed Session for the consideration of:

1. Discussion of lawfully closed minutes 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).
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).
5. Security procedures and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public or public property 5 ILCS 120/2(c)(8).
6. The setting of a price for sale or lease of property owned by the District 5 ILCS 120/2(c)(6).
7. Collective negotiating matters between the District and its employees or their representatives 5 ILCS 120/2(c)(2).

A roll call vote was taken. Those voting yes: Romberg, Jaensch, Fitzgerald, Wandke, Fielden and Crotty. The motion carried.

Approved

November 16, 2015

Terry Fielden, President
Board of Education

Ann N. Bell, Secretary
Board of Education