

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. SEPTEMBER 6,  
2016 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to Order	<p>President Terry Fielden called the meeting to order at 6:00 p.m. Board members present: Terry Fielden, Jackie Romberg, Mike Jaensch, Kristin Fitzgerald, Charles Cush and Donna Wandke. Absent: Susan Crotty.</p> <p>Administrators present were: Dan Bridges, Superintendent; Carol Hetman, Chief Human Resources Officer; Bob Ross, Chief Operating Officer.</p> <p>Wandke moved, seconded by Romberg to go into Closed Session at 6:00 p.m. for consideration of:</p> <ol style="list-style-type: none"><li>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).</li></ol>
Meeting Opening	<p>Fitzgerald made a motion, seconded by Romberg to return to Open Session at 7:03 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Fielden, Jaensch, Romberg, Cush, 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, Terry Fielden, Mike Jaensch, Charles Cush, and Jackie Romberg. Absent: Susan Crotty.</p> <p>Student Ambassadors Present: Anthony Molina, NCHS Thomas Zugay, NNHS</p> <p>Administrators present: Dan Bridges, Superintendent; Bob Ross, Chief Operating Officer; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Chuck Freundt, Assistant Superintendent for Elementary Education; Nancy Voise, Assistant Superintendent for Secondary Education; Jen Hester, Chief Academic Officer; Christine Igoe, Assistant Superintendent for Student Services; Carol Hetman, Chief Human Resources Officer; Tim Wierenga, Assistant Superintendent for Assessment and Analytics; Brad Cauffman, Chief Financial Officer; Roger Brunelle, Chief Information Officer.</p>
Pledge of Allegiance	<p>Board members led the Pledge of Allegiance.</p>
Good News	<p>Superintendent Bridges noted that he is happy school is back in session; we are off to a good start. Additionally, the Welcome Back Picnic held on August 28 was a huge success. It was a great way to celebrate the new school year and for new families to connect and get to know some of the community organizations that are in the area.</p>
Public	<p>None</p>

Comment  
Action by  
Consent

The following items were presented on the Consent Agenda:

**1. Adoption of the Personnel Agenda**

**Appointment – Certified (Full Time)**

Molly Sass, September 6, 2016, Elmwood, Kindergarten

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

Janice Benson, August 29, 2016, Elmwood & Mill St., Vocal Music (41.9%)

**Revised Contract Pt**

Douglas Drmolka, August 15, 2016, MJHS & WJHS, General Technical Arts (54.16%)

Jordan Henderson, August 15, 2016, NNHS, Vocal Music (30%)

**REVISED CONTRACT FT**

Janet Taylor, August 15, 2016, NNHS, Art / 504 Coordinator

**Leave Of Absence – Certified**

Annie Rauen, 2<sup>nd</sup> Semester 16/17, NNHS, Communication Arts

**Retirement – Classified**

Rosemary Salzman, end of 2016/17, NNHS, Special Education Assistant

Richard Choronzy, October 3, 2016, Transportation, Bus Driver

Patricia Kamenjarin, August 16, 2016, Transportation, Bus Driver

**Resignation – Classified**

Jacqueline Chaidez, August 15, 2016, Elmwood, Special Education Assistant

Luis Ramirez, August 26, 2016, MJHS, Custodian

Katelyn Romanelli, August 23, 2016, MJHS, Special Education Assistant

Mary Glatz, September 2, 2016, Meadow Glens, Special Education Assistant

Jennifer Scamardi, August 19, 2016, Mill Street, Special Education Assistant

Kerri Hosper, August 16, 2016, NCHS, Literacy Center Assistant

Mary Patton, September 9, 2016, NCHS, Department Secretary

Jodie Gray, September 9, 2016, NNHS, Special Education Assistant

Otis Scarver, August 19, 2016, NNHS, Campus Supervisor

**Employment – Classified**

Kyle Rosmus, August 29, 2016, Buildings & Grounds, District Utility  
Custodian

Samantha Vitacco, August 29, 2016, Buildings & Grounds, District Utility  
Custodian

Nancy Santana, August 30, 2016, JJHS, Special Education Assistant

Leslie Clark, August 22, 2016, KJHS, Special Education Assistant

Mindy Albrecht, August 19, 2016, LJHS, Special Education Assistant

Joseph Mihalik, August 18, 2016, Meadow Glens, Custodian

Christina Connena, August 16, 2016, Mill Street, Special Education Assistant

Latasha Thompson, August 23, 2016, Mill Street, Special Education Assistant

Elizabeth Cheatham, September 19, 2016, MJHS, LRC Assistant

Douglas Weigand, September 6, 2016, MJHS, Special Education Assistant

Heather Morris, September 6, 2016, NCHS, Campus Supervisor

Jamie Clark, August 29, 2016, Ranch View, Instructional Assistant

Marnee Hutter, September 1, 2016, River Woods, Instructional Assistant

Kathleen Pusateri, August 22, 2016, Steeple Run, Instructional Assistant

Correna Cortez, September 6, 2016, Transportation, Bus Driver

Kurt Schmidt, September 6, 2016, Transportation, Bus Driver

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

Tim Berner, August 31, 2016, Jefferson, Computer Support Associate

Alexandra Albright, August 29, 2016, Kingsley, Computer Support Associate  
Elizabeth Fox, August 16, 2016, Meadow Glens, 3-5 Instructional Assistant  
Meridith Thornton, August 16, 2016, Scott, 3-5 Instructional Assistant  
Olivia Chobak, August 29, 2016, Scott, Computer Support Associate

Wandke made a motion to approve the Consent Agenda as presented.  
Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes,  
Fitzgerald, Wandke, Fielden, Cush, Romberg, Jaensch. No: None. The motion  
carried.

Student  
Ambassador  
Report

Anthony Molina, NCHS reported:

- Great first week of school.
- Athletics are off to a good start.
- Had the first 2 football games.
- Homecoming dance is September 17; the theme is Dancing Through the Decades.
- Many students are volunteering to do various things to raise money.
- Student volunteers served as guides for Open House to direct students and parents to their destinations.
- NCHS is hosting the ACT test for students who want to take it.
- Anthony is a senior at NCHS is Vice President of DECA, used to play soccer, now refs for Naperville Park District and helps with vacation bible school.

Thomas Zugay, NNHS reported:

- There has been a smooth transition to the beginning of school.
- There was an 80's dance the first Friday after school started. The \$2,000 raised was donated to charity.
- The Fall play was two one act plays about drug and alcohol usage.
- The football team is 2 – 0.
- There is an upcoming information meeting for the Mr. NNHS contest.
- Cap and gown ordering has started for seniors.
- Tonight is senior parent night.
- New Learning Commons has been well received. The one issue was getting the coffee bar up and running – they are working out the kinks.
- Chris Herrin is coming in spring.
- The Fall play will run for the whole school
- Thomas is a senior at NNHS, is on the Dive Team and the Ultimate Frisbee team, part of the Student Government, member of the Class Board and the Gourmet Club.

Superintendent  
Staff/School  
Report

### **School Improvement Plan – Prairie Elementary**

Superintendent Bridges indicated that every month one of the principals is invited to come to a Board meeting and talk about their school improvement plan. He noted that Prairie completes the last of the 22 schools. He introduced Tracy Dvorchak who shared some information about Prairie School and their School Improvement Plan. Mrs. Dvorchak gave some history of the building's beginning and renovations through the years indicating that in 2013 a new gym

was built. She reviewed some of the demographics of the enrollment and the make-up of the Leadership Team. Every grade level is represented on the Leadership Team as well as some specialists. She reviewed and shared highlights of the three goals that have been completed since the implementation of the Rising Star Process: Shared Leadership, Culture/Climate/CRP, and Differentiation. She highlighted the achievement of the students on the PARCC, Performance Series and Fountas & Pinnell assessments. Test scores showed a greater percentage of Special Education students meeting their individual growth targets. The three goals for 2016 – 2017 were explained. They are: Social/Emotional Learning, Standards Based Grading/Reporting, and Technology. She reviewed specific plans to achieve the goals through defined action steps. In closing she noted the Prairie school motto “Never Stop Learning”.

Board member Questions/Comments:

- Shared leadership is a unique goal that is not seen too often. How does this equip your continuing goals?
  - It was the first goal accomplished. The team takes on many initiatives in the school. Input is needed from all staff. The tasks are decided on and divided up to be sure the whole school owns the School Improvement Plan.
- Making it one of the first goals stresses its priority.
  - People on the team wanted to stay on the team after the first year to complete the work.
- Relating to the Culturally Responsive goal, can you describe the process to determine when a new club is coming or when one has outlived its purpose?
  - Attendance is monitored.
  - Always looking for ways to get kids involved in extracurricular activities.
  - Money was received from Home and School to purchase some archery equipment. A club was developed to use the equipment in addition to PE class use.
  - Other clubs come about through staff or parent interest such as the garden club. Electronic sign-ups were held to take care of the garden in the summer.
- Data for Performance Series is impressive. Is Special Education the largest sub-set?
  - Yes, Special Education is a large population.
- Are there other sub-sets doing similar impressive things?
  - This year the focus was on closing the gap in reading and math for the IEP students.
- Is there an all school philosophy on homework?
  - Homework is practice for something that has already been taught. It does not have to be perfect. Teachers use the feedback to drive the next day’s work.
- It is impressive that the principal knows all the students names.
- Mrs. Dvorchak reviewed her education background and the journey that led her to the principalship.

## **ACT Report**

Malee Farmer and Tim Wierenga shared the ACT data reports of the Grad Class of 2016 and the class of 2017 that took the ACT this past spring. The most recent scores were used if students took the test more than once. The ACT is a college entrance exam that our students have taken since 2001. Beginning with this school year we will switch to the SAT as the universal college entrance exam. We will be transitioning our work to prepare students for this change over the next few years. Our scores have reached a high level and have held steady. In working to close achievement gaps, we will use data from early assessments to help understand how to accelerate individual student learning to improve their final scores. The District ACT composite score indicates that we continue to outperform both the State and National composites. Average composite scores for subgroups: Black, Hispanic and Low Income were also discussed. Some of the subgroups have not kept up with the growth of all the students. We are currently focusing a wide commitment to close the gaps. We will see year by year the impact of this focus. The high school ACT composite scores are beginning to come closer together and may level off next year depending on how many students retake the test. We are renewing our commitment to making each and every student college and career ready. A schedule of assessments that have been taken, are scheduled for this year, and those still to be determined was discussed. As we transition from ACT to SAT, we anticipate that students will need to be prepared to take either exam. Professional learning will be provided for our staff so they can better prepare students. We will monitor the needs of our students, respond to those needs and consider how we can adjust our suite of assessments to better meet their needs.

### **Board Questions/Comments**

- What exams did the Student Ambassadors take?
  - Anthony – ACT – four times, not SAT
  - Thomas – ACT twice
  - Most students who are taking the SAT are looking at coastal colleges.
- Do we have data on growth of students taking the tests multiple times?
  - We have examined it. The trend is that scores increase as they take it multiple times and level off after taking it four times.
- It is an out of pocket expense for taking it more than once.
  - We have access to waivers for students in the fall.
  - Low income students usually do not retake the test as often.
- PARCC and SAT cover the same learning standards but how different are the formats?
  - PARCC is based on a new generation of test that SAT is moving toward also. It has fewer questions, more depth of knowledge is tested and there is more time per question.
  - There are technology enhanced questions in PARCC.
  - ACT has not moved that way yet.
- Our growth was so low in 2016. Do we already expect that to grow next year?
  - We predict that growth will be higher and we expect that trend to continue.

- Lessons learned by slowing things down as opposed to speeding things up, can you expand on that?
  - We want to give students access to core curriculum – if we can determine where students need to grow we can accelerate that growth with differentiated learning and it can continue over the next few years.
- 8<sup>th</sup> graders will not have a test this year; what is the communication plan to let parents know?
  - Communication started last spring. District level communication will go out and schools are having grade level evenings with parents so they are familiar with the roll out.
- The more communication to parents and students the better. We want to prepare students to be ready with content and make them familiar with formatting to avoid issues.
- Senior year knowledge does not go into taking the tests. Most students do not take the tests senior year.
- What can we do to help students learn how to take the test?
- It would be good to identify those sub groups that have taken the test once to give them another practice test.
  - Our sophomore level test is a retired ACT.
- Not all kids have the opportunity to take the tests twice.
- We use the Kahn Academy to provide practice tests at no cost.
- We do have a plan to help student practice – we need to get the word out to recruit kids to help them take the test more than once.
- How well is the waiver process utilized, and what is the interest level?
  - Student Services personnel help pursue students that are identified.
  - Gives the administration something to talk and think about.
- How much do the pre-tests really give the student a feel for the actual test?
  - They are mirror images of the tests with lesser standards – the format is similar.
- Any effort we can put out so kids are aware of the opportunities that are available.
- The Kahn academy can be intimidating to some.
- College Board offers an AP where the students get one question a day. It helps the students learn how to take the test. Far less intimidating to take one question a day rather than sitting and taking the whole test.
  - Teachers do use this AP in classrooms.
- Even if we are moving to the SAT format, will we continue to provide access to the practice ACT?
  - Yes.
- Our scores are good and have been consistent across the years.
- Practice exams help make the final exam easier.
- Student Ambassadors Composite scores did improve with taking multiple tests.

### **Legislative Breakfast**

Superintendent Bridges indicated that on Friday September 16 he and the D203 Board will be part of the Legislative Breakfast with Districts 200, 204 and 203.

School funding will be the primary issue. He asked Board members if they have specific questions or items that they would like the legislators to address in their comments. The three district superintendents will come together and formulate some questions related to feedback from their Boards.

- What do you see happening with funding this year?
- We did what we thought was best for our community by the sun setting of our retirement enhancement, and now we are in a potential penalty position. Why is that OK?
- They work together on 90% of the issues then they fell apart. Could we ask them that in the areas where there could be general consensus, that they work together to help districts?
- Greater school consolidation is part of the overall funding dialogue.

Superintendent Bridges summarized the overall topics:

- Pension reform;
- Collaboration to get things done on behalf of schools;
- Consolidation efforts.
- Going along with the funding concern is CPS. Some properties in Chicago are exempt from taxes that might provide funding for CPS and help with the general state aid.

President's  
Report  
Board of  
Education  
Reports

It was noted that this is the first Board meeting since school started.

Board member comments:

- Appreciation expressed for the Administrators allowing Board members to visit the schools.
- The new Learning Commons at NNHS is awesome. It has been non-conventionally done taking student and staff input into consideration with curricular intent.
- Board members would like to visit.
- Will there be some kind of ribbon cutting for the Learning Commons?
- Possibly provide less formal opportunities to hold events there.
- Making a video of the intentional repurposing/development of the space.
- Children at the kindergarten level couldn't wait to get in to the buildings.
- An Ann Reid parent thanked the visitors for the great job the ARECC staff is doing with his child with special needs.
- This highlights how great the Adopt-a-School program is.

Discussion  
Without Action

### **Policy Review: First Reading Policies 2.104, 2.110, 2.160**

Superintendent Bridges indicated that these policies were discussed August 1 and with input and feedback from that discussion, these policies were developed for discussion.

### **2.104, Internal Organization**

Superintendent Bridges indicated that this is a custom policy for D203 and

works in conjunction with policy 2.110 having the potential for limiting the terms of the Board officers.

### **2.110, Qualifications, Term, and Duties of Board Officers**

Superintendent Bridges noted that reflective of the conversation on August 1, the proposed policy changes the terms of the officers from two to one year terms. Additionally, the President and Vice President both meet with the Superintendent to develop the agenda prior to each meeting.

Board Questions/Comments:

- Continue to have reservations about the adjustment of one year terms.
- Whether the term is one or two years, there will be adjustments.
- We might want to look at how the Board officers and the Board work together.
- Look at provisions that add to the tools to ensure that they are working together.
- In the past with policies we tend to leave more room for flexibility.
- The current policy already has the ability to change the term of the officers.
- Rather put time and energy into other things than trying to figure out the dynamics of changing leadership every year.
- School code allows this.
- Looking at this from a continuous improvement standpoint.
- Annual change of leadership mimics the annual cycle that our District is under.
- Every year is different.
- It is best practice to be on the same cycle as the District.
- Look at this as professional growth and development.
- This could be beneficial to create more opportunities for people to serve in each of the roles.
- How much extra work do the positions hold?
  - Depends on the person – how you view the role and how much time you want to put into the role.
  - There are a couple extra meetings.
  - How you reach out to the Board – it can be time consuming.
  - It depends on the personality and style of the person.
  - It depends on what is going on in the District.
  - Sometimes it can become a lot more work than it looked like it would be at the beginning.
- Like the flexibility – maybe there is a better combination.
- The weight of the Board is carried by all seven members, not just the president and vice president.
- Though this is allowed by statute, it is set up for two years.
- We should have a Board Self-Evaluation and then decide to change if necessary.
- Under the current policy, we could change to one year.
- What can we do to better our roles and fall into the same cycle at the District?
- What is the down side to looking at annual change?
- It makes sense to do an annual Board Self-Evaluation. It might drive some

change.

- The policy has to meet school code.
- The majority needs to rule – we will vote at the next meeting and move on.
- The down side is the amount of time that went into the process of electing officers; it will take away from the true work of the district.
- How much of a burden is there? What does the actual role of the president look like?
  - The qualifications and terms are in policy.
- If we have a new superintendent, there is more work.
- This promotes a dialogue and is healthy and important.

Superintendent Bridges indicated that the philosophy and spirit of the Board's discussion August 1 is captured in the policy revision. We will bring the revision back for action September 19, 2016.

### **2.160, Board Attorney**

Superintendent Bridges indicated that the previous discussion revolved around Board members individual opportunity to consult with legal counsel.

Board member comments/questions:

- The proposed policy captures a lot of what we talked about.
- Does notification happen before the conversation with the attorney or after?
- There needs to be some limitation of scope.
- What level of frequency would receiving regular reports be?
  - It should go out rapidly.
- Everything should go through the superintendent.
- Want language that allows us to go around the superintendent if it specifically involves discussion about the superintendent.
- When this policy works best is when it is transparent so all Board members are aware and the information is shared with all Board members.
- One designee gets the information and then shares it with the rest of the Board.
- If any board member has a question he goes to the counsel and then tells the Board what he heard.
- We need one person calling the attorney.
- The current policy needs to be more user friendly.

Superintendent Bridges indicated that he thought the revision was reflective of the past conversation. He asked the Board what the criteria is that they are looking for as he re-develops the policy.

- Any Board member should have access to the attorney.
- There should be a clearing house person.
- There should be a limitation on the amount of expense.
- It should be user friendly, and more transparent.
- We should review it annually.
- Requests should go through a hub, but everyone should have access.
- Transparency to all Board members that there will be an outreach to the attorney and then a report back.

Revisions will be made, and the policy will be brought back under discussion without action for further review and discussion.

Discussion With  
Action

**Policy Review: Second Reading Policies 7.170, 7.215  
Policy 7.170, Vandalism**

Superintendent Bridges proposed that the policies be voted on separately since 7.170 has been reviewed and there have not been any further questions.

Wandke made a motion to approve policy 7.170, Vandalism, as presented. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Fitzgerald, Fielden, Cush, Jaensch, Wandke, and Romberg. No: None. The motion carried.

**Policy 7.215, Alternative Placement Procedures**

Mr. Ross indicated that he received a few questions. Some students are outplaced for reasons other than disciplinary action by the Board but by agreement with the family. Students might be outplaced because of risk for academic failure. The proposed policy explains what will happen in the hearing.

Cush made a motion to approve Policy 7.170, Alternative Placement Procedure. Romberg seconded the motion. A roll call vote was taken. Those voting yes: Cush, Romberg, Jaensch, Fielden, Fitzgerald, and Wandke. No: None. The motion carried.

**Adopt Resolution Authorizing Dismissal of Teacher as Discussed in Closed Session.**

Fielden moved to Adopt the Resolution Authorizing the Dismissal of Teacher Jennifer Madson as discussed in Closed Session. Jaensch seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Jaensch, Fitzgerald, Wandke, Cush, and Fielden. The motion carried.

New Business  
Old Business  
Upcoming  
Events

Focus 203 September 14 and 15, 2016  
Legislative Breakfast September 16, 2016  
NEF Appreciation Breakfast December 1, 2016

Adjournment

Wandke made a motion at 9:49 p.m., seconded by Romberg to return to Closed Session. A roll call vote was taken. Those voting yes: Cush, Romberg, Jaensch, Fitzgerald, Wandke, and Fielden. The motion carried.

Approved

September 19, 2016

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Terry Fielden, President  
Board of Education

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Ann N. Bell, Secretary  
Board of Education