

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
AUGUST 19, 2013, AT 7:00 P.M.

- Call to Order President Jackie Romberg called the meeting to order at 5:32 p.m. Board members present: Jackie Romberg, Suzyn Price, Mike Jaensch, Kristin Fitzgerald, Donna Wandke, and Terry Fielden. Susan Crotty arrived at 5:34
- Administrators present were: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Carol Hetman, Chief Human Resources Officer; Brad Cauffman, Chief Financial Officer. Dave Zajicek, Hinshaw & Culbertson, LLP joined the Closed Session at 6:15 p.m.
- Closed Session Jaensch moved, seconded by Wandke to go into Closed Session at 5:34 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).
- Meeting Opening Crotty moved, seconded by Price to return to Open Session at 7:08 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, Mike Jaensch, Donna Wandke, Terry Fielden and Susan Crotty.
- Administrators present: Dan Bridges, Superintendent; Kaine Osburn, Deputy Superintendent; Jennifer Hester, Chief Academic Officer; Susan Rice, Director of Communications; 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; Kate Foley, Associate Superintendent for Pupil Services, Roger Brunelle, Chief Information Officer; Steve Mathis, Director of Buildings and Grounds
- Student Ambassador Present:
Steven Trainor, NCHS
Austin Hansen, NNHS

Pledge of
Allegiance
Good News

The Student Ambassadors led the Pledge of Allegiance.

Public
Comment

None

Written
Communication

Freedom of Information Requests:

- Grimm request for Food Service information
- Lubz request for pool chemical information
- Nornes request for lease for cell phone sited of D203 property
- Rudis request for contractor information
- Family Taxpayer Foundation request for employee insurance information
- Webster request for Career Tracking and Management RFP information
- Rudis request for contractor information
- K – 12 Teachers Alliance personnel information

Student
Ambassador's
Report

Steven Trainor, NCHS reported:

- Athletics are getting under way
- Everyone is excited to be back
- Thanked the Board for the opportunity to serve as the Student Ambassador from Naperville Central.

Austin Hansen, NNHS reported:

- Thanked the Board for the opportunity to be at the Board Meetings
- Had a good summer working with a new non-profit for students called NaperBridge
- Enter With Pride event for incoming freshmen will take place Tuesday, August 20, 5:00 p.m. This is an optional event to help new students learn the school layout. They receive t-shirts and have some refreshments.
- Wednesday – Senior Extravaganza takes place before school
- Homecoming is September 28.

Superintendent
Staff/School
Reports

Superintendent Bridges noted that school starts Wednesday, August 21. He also noted that the District is partnering with NAACP to host their 3rd Annual College Readiness and Scholarship Fair at Naperville Central High School Saturday, August 24.

Construction Update

Craig Siepka, Wight Inc., noted that his report will include updates on three projects:

Elmwood Elementary

- Construction on the new gym began in June and the completion date is expected to be mid-October.
- It is a 6400 square foot addition that includes a stage, storage space as well as modifications to the parking lot.
- The pre-cast walls of the shell are up as well as some structural steel.
- Preparations are being made to ensure the safety of the students when

- school starts.
- The project is right on track for completion as projected

Prairie Elementary

- This addition is similar to the one at Elmwood but with a closer proximity to the existing building
- A hard surface play area will be gated off during the day and used in the evening for event parking.
- New parking and a drop off area for busses will be ready for staff and parents Wednesday for the first day of school.
- Placement of utility lines and some other interior work in the existing building was done during the summer to cut down on disruption during school
- Project began in August with expected completion in December.

Steeple Run

- This project is in the conceptual design phase
- The most pressing need is a multipurpose room to be used for lunch so the gym can be used for classes all day.
- A 4100 square foot configuration was projected that is estimated to be a \$1.8 or \$1.9 million project.
- There would be some site work including a separation of parent and bus drop off areas.
- This project is unique in that it is in an un-incorporated area so they would not be working with the City of Naperville, but rather DuPage County instead.
- A second configuration was displayed that addresses some other issues that have arisen following discussions with the principal and staff members.
- It would move and enlarge the office, provide storage as well as more site development.
- A rough estimate of the cost is \$2.5 to \$ 2.6 million
- Overall timeframe: Need three months to prepare the bid documents, go out to bid at the end of December or early January at the latest. Hopefully have a contractor recommendation in February.

Board members appreciated the consideration of the additional issues at this time since it will be much less expensive and extensive to address them now rather than going back to do the work in a few years. Board members also requested supporting data, more background information, cost breakdown and more time to consider the second option prior to approval. More information will be provided at the next Board meeting.

Mr. Siepka reviewed some safety measures in place for students while contractors are working:

- Criminal background checks are done on all contractors
- Additional monitoring takes place
- Separate entrances for students and contractors are maintained
- Contractors are not allowed in the buildings while students are in the

- building
- Continual monitoring takes place

Steve Mathis noted that the Buildings and Grounds Department worked on an additional 400 or so other projects this summer. He named a few:

- NNHS press box – project complete and ready to go for season, new ticket booth added
- NNHS Ornamental fence finished
- NNHS Band room remodeled with new acoustics
- NNHS Science labs remodeled
- Steeple Run – new play ground
- Ranch View – new carpet in LRC and hallways adjacent to LRC
- JJHS - new high efficiency boilers installed that will recover their cost in 2 or 2 ½ years
- WJHS – Ceilings in hallways and LRC – high efficiency lights
- Baseball Press Box at NCHS
- Prairie – parking expanded

Superintendent Bridges noted that Mr. Mathis and the Buildings and Grounds department had done a great job this summer getting ready for the start of school. He indicated that the topic for the next series of Future Focus Meetings is Facilities: September 18, 7:00 p.m. – 9:00 p.m., Naperville Central High School Cafeteria, September 19, 8:30 a.m. – 10:30 a.m., Grace Church.

Graduate Survey

Tim Wierenga noted that we have an agreement with School Perceptions to survey high school students as they leave D203, 18 months later and finally 5 years after graduation. The first class surveyed was the graduating class of 2010. The first 5 year survey will be given to that class in 2014. The results of these surveys will give the District an idea of how the students are doing in college and with their careers. Mr. Wierenga's report highlighted some of the outcomes from the 18 month survey given to the 2011 graduates. He noted that email and social media were used to help locate the students and there were nearly 400 respondents. He reviewed several graphs of data indicating that the results are similar to what the students predicted when they graduated. The overall conclusion is that students are 86% satisfied with their experiences at D203. It was noted that some modification of the survey might take place in the future and that possibly some demographic information might be sought.

Principal Evaluation Overview

Kitty Ryan and Bob Ross noted that in 2010 the Performance Evaluation Reform Act (PERA) mandated changes by law to the principal and assistant principal evaluations. The principal evaluations are a central role for both Ms. Ryan and Mr. Ross.

There are two main parts to the principal evaluation: professional practice 75% (what they do every day) and student growth 25%. Six Illinois Performance Standards for School Leaders, the ValEd Survey completed by the principal, their certified staff and their evaluator and two formal observations for each

principal were used as criteria for the evaluations. Principals set their professional practice goals related to the six standards and to the School Improvement Plan and progress was monitored all year.

Student growth is measured by assessments and metrics. Achievement targets are aligned to the School Improvement Plan.

In reviewing the process from last year and preparing for improvement this year, several positives were realized:

- The new standards proved to be an effective framework for evaluation – and the scoring system devised by Mr. Ross and Ms. Ryan was successful, but will be improved for this year.
- Staff appreciated their input though the ValEd survey.
- The formal structure of the evaluation process including the two formal observations kept the principals connected with their goals while keeping students at the center of the conversations.
- Principals are committed to continuous improvement.
- Evaluations are due by March 1 which puts a tight timeframe to get student growth evaluated.

It was noted that evaluators took part in an extensive certification process through the State, training through the Regional Office of Education and independent legal research. The Board will receive a mock-up of a summative evaluation for their information.

AYP Update

Superintendent Bridges updated the Board on the requirement for school choice as it relates to Mill Street and Beebe Elementary Schools. Mill Street did make AYP this year but we are required to offer choice for two years according to the regulation. Letters were sent to all parents from both schools offering Highlands or Meadow Glens as choice schools. 11 students moved to Highlands and four to Meadow Glens. We continue to support all our schools and are closely monitoring attendance.

President's Report

None

Board of Education Reports

Terry Fielden noted that the Resolution Committee met August 2. The resolution submitted by D203 in conjunction with D41 regarding information on mandates was accepted at the committee level. The committee will garner information and deliberate to make a recommendation to “Do Adopt” or “Do Not Adopt” for the delegate meeting at the Triple I Conference.

Monthly Reports

- Treasurer's Statement – The Board received the June Treasurer's Statement
- Investments – The Board received the June Investment Report as well as an additional Cash and Investment Report.
- The Board received the end of the fiscal year Budget Reports
- The July Insurance Report will be provided in September

Action by
Consent

The following items were presented on the Consent Agenda:

1. Bills and Claims from Warrant #380926 through Warrant #381664 totaling \$26,064,563.49 for the period of July 16, 2013 through August 19, 2013.

2. Adoption of Personnel Report

Appointment – Administration

Mary-Ann Porter, August 21, 2013, Highlands, Interim Assistant Principal

Resignation – Certified

M. Katherine Hornsby, August 18, 2013, NCHS, Psychologist

Christina Lee, August 18, 2013, NCHS, Comm Arts Teacher

Jennifer Pearce, August 18, 2013, Elmwood, 4th Grade Teacher

Reassignment – Classified To Certified

M. Frances Gilbert, August 19, 2013, River Woods, 1st Grade

Eman Suleman, August 19, 2013, Meadow Glens, Kindergarten Teacher (50%)

Appointment – Certified (Full Time)

Allison Arseneau, August 19, 2013, NCHS, Psychologist

Sarah Chavous, August 19, 2013, NCHS, LBS Teacher (1st sem only)

Leslie Clark, August 19, 2013, Elmwood, 4th Grade

Diana Cruz-Manrique, August 19, 2013, River Woods, Bilingual Reading Specialist

Julie Hayes, August 19, 2013, Mill Street, 5th Grade

Kristen Kowalkowski, August 19, 2013, Elmwood, 1st Grade Teacher

Kristen LaRue, August 19, 2013, Elmwood, Kindergarten

Nichole Pangborn, August 19, 2013, JJHS, LBS Teacher (1 year only)

Victoria Pula, August 19, 2013, Maplebrook, 4th Grade

Melanie Reicher, August 19, 2013, LJHS, SS/Science Teacher (1st sem only)

Robert Sabo, August 19, 2013, River Woods, LBS Teacher

Jessica Serritella, August 19, 2013, NCHS, LBS Teacher

Appointment – Certified (Part-Time)

Sheila Barriball, August 19, 2013, NNHS, Health Occ Teacher (80% 1st sem)

Anne Breeden, August 19, 2013, NCHS, Vocational Teacher (50%)

Amie Silder, August 19, 2013, Beebe/Mill St., Music Teacher (50%)

Paul Wohler, August 19, 2013, NNHS, CTE Teacher (80%)

Donald Zedrow, August 19, 2013, NNHS, CTE Teacher (80% 1st sem)

Revised Contract Pt

Joseph Mills, August 19, 2013, Beebe/Mill St., Art Teacher (42.62%)

Ashley Phillips, August 19, 2013, NNHS/NCHS, CTE Teacher (65%)

Re-Employment – Certified (Full Time)

Melisa Bierle, August 19, 2013, Maplebrook, 1st Grade Teacher

Sophia Djendi, August 19, 2013, Beebe, 2nd Grade Teacher (1 year only)

Marissa Freese, August 19, 2013, NCHS, Communication Arts Teacher

Leave Of Absence – Certified

Sara Michels, 8/19/13 – 12/20/13, Beebe, 2nd Grade

Stephanie Sauerwein, 8/19/13 – 12/20/13, NCHS, LBS

Sarah South, 11/1/13 – 1/17/14, MJHS, Spanish

Revised Leave Of Absence – Certified

Deborah Danborn, 11/8/13 – 5/30/14, NCHS, Math

Retirement – Classified

Richard Luecke, October 1, 2013, Transportation, Bus Driver

Resignation – Classified

Kimberly Stahulak, August 20, 2013, Elmwood, Special Education Assistant
Jodie Paetz, August 20, 2013, Highlands, Special Education Assistant
Gale Ganet, August 9, 2013, JJHS, Special Education Assistant
Michael Jenco, August 15, 2013, LJHS, Academic Support Program Asst
Ursula Coan, August 21, 2013, LJHS, Principal Secretary
Karie Bell, July 30, 2013, NCHS, Department Secretary
Anne Breeden, August 18, 2013, NCHS, Special Education Assistant
Dana Starr, August 12, 2013, NNHS, Special Education Assistant
M. Francis Gilbert, August 17, 2013, River Woods, Special Education Assistant
Jennifer Julian, August 20, 2013, Steeple Run, Special Education Assistant
Jill Petro, August 12, 2013, Steeple Run, Special Education Assistant
Keith Kueker, August 20, 2013, Transportation, Bus Driver

Employment – Classified

Martha Fuentes, August 21, 2013, Beebe, Dual Language Assistant
Itzel Luna, August 21, 2013, Beebe, Dual Language Assistant
David Rojas, August 21, 2013, Beebe, Custodian
James O’Connell, August 21, 2013, Connections, Special Education Assistant
Janet Grzesiak, August 21, 2013, Kingsley, Special Education Assistant
Mary Ann Jones, August 21, 2013, Kingsley, Special Education Assistant
Amy May, August 21, 2013, Kingsley, Special Education Assistant
Gail Timmerberg, August 21, 2013, Kingsley, Special Education Assistant
Scott Fessett, August 21, 2013, NCHS, Campus Supervisor
Angela Taddeo, August 15, 2013, NCHS, Department Secretary
Katherine Clark, August 21, 2013, River Woods, Special Education Assistant
Amy Rooney, August 21, 2013, River Woods, Special Education Assistant
Rudolph West, August 15, 2013, Transportation, Bus Drive

Employment – Non-Union-Classified

Deborah Nesnidal, August 12, 2013, PSAC, Support Analyst

Personnel Addendum

Revised Contract

Anne Pradel, August 19, 2013, Highlands, Kindergarten & Honors Math (70%)

Leave of Absence – Certified

Janice Johansson, 8/19/13 – 12/20/13, 50% Leave of Absence, NNHS, LBS
Craig Schinndlbeck, 8/19/13 – 5/30/14, NNHS, General Technical Arts

3. Board Meeting Minutes: 7/15/13, 7/19/13, 7/20/13, 8/5/13
4. Resolution for Approval of Treasurer’s Participation in “The Fund”
5. IHSA Compliance

Romberg made a motion to approve Bills and Claims from Warrant #380926 through Warrant #381664 totaling \$26,064,563.49 for the period of July 16, 2013 through August 19, 2013 and all other items on the Consent Agenda from 1 – 8 as presented with the exception of item 3, Board Meeting Minutes from August 5, 2013. Price seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Price, Crotty, Wandke, Fitzgerald, Fielden and Romberg. No: none. The motion carried.

August 5, 2013 Minutes

Price made a motion to approve the Minutes from August 5, 2013 as presented.

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

Discussion With **Second Reading Policy No. 5.220, Professional Personnel, Substitute**
Action **Teachers**

Carol Hetman noted that the reason for the changes is that the new NUEA contract eliminated the cell on the salary schedule that was used to determine pay for long term subs. Additionally; the changes bring the policy into compliance with State law.

Price made a motion to approve Policy No. 5.220, Professional Personnel, Substitute Teachers as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Price, Romberg, Jaensch, Fielden, Fitzgerald, Wandke, and Crotty. No: None. The motion carried.

Mr. Cauffman, CFO, noted that the Insurance Report from July will be presented in September along with the other reports from July. He also indicated that he is making some changes to the reports. The legal reference on the Bills and Claims form was updated and he is working to make improvements to the readability of the reports.

New Business

Old Business

Upcoming

Events

Wednesday, 8/21/13, Classes begin

Saturday, 8/24/13, NAACP Youth Event, NCHS, 8:00 a.m. – 3:00 p.m.

Thursday, 8/29/13, Volunteer Leadership Kick-off, Cress Creek CC, 8:30 a.m.

Monday, 9/2/13, Labor Day Holiday

Tuesday, 9/3/13, Board of Education Meeting

Wednesday, 9/11/13, Future Focus Finance meeting Rescheduled, NCHS Cafeteria, 7:00 p.m.

Adjournment

Crotty moved to adjourn the meeting at 8:51 p.m. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes: Price, Romberg, Fitzgerald, Fielden, Wandke, Crotty, and Jaensch. No: None. The motion carried.

Approved

September 16, 2013

Jackie Romberg, President
Board of Education

Ann N. Bell, Secretary
Board of Education