

MINUTES OF A BUSINESS MEETING
OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT
SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS,
HELD AT THE ADMINISTRATIVE CENTER
JULY 19, 2010 AT 7:00 P.M.

- Call to Order President Mike Jaensch called the meeting to order at 5:30 p.m. Board members present: Mike Jaensch, Susan Crotty, Suzyn Price, Dave Weeks, Jackie Romberg, Jim Dennison and Terry Fielden.
- Administrators present were: Mark Mitrovich, Superintendent of Schools; Melanie Raczkiwicz, Associate Superintendent for Operations; Carol Hetman, Chief Human Resources Officer; and Dave Zager, Assistant Superintendent for Finance. Also present was Robb Cooper, Ottosen, Britz, Kelly, Cooper, & Gilbert, LTD.
- Closed Session Crotty moved, seconded by Fielden to go into Closed Session at 5:30 p.m. for consideration of:
1. Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District 5 ILCS 120/2(c)(1)
 2. Collective negotiating matters between the District and its employees or their representatives. 5 ILCS 120/2(c)(2)
 3. Discussion of lawfully closed meeting 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)
- Open Session Crotty moved, seconded by Fielden to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Crotty, Fielden, Price, Dennison, Romberg, Jaensch and Weeks. No: None. The motion carried unanimously.
- Roll Call Board Members present were: Mike Jaensch, Susan Crotty, Suzyn Price, Dave Weeks, Jackie Romberg, Jim Dennison and Terry Fielden.
- Administrators present: Mark Mitrovich, Superintendent of Schools; Melanie Raczkiwicz, Associate Superintendent for Operations; Kathy Duncan, Chief Academic Officer; Tim Wierenga, Assistant Superintendent for Instruction; Kathy Klees, Assistant Superintendent for Curriculum and Staff Development; Dave Zager, Assistant Superintendent for Finance; Roger Brunelle, Chief Information Officer; Melea Smith, Director of Communications; Carol Hetman, Chief Human Resources Officer; and Ralph Weaver, Director of Facilities & Construction.
- Pledge of Allegiance Mike Jaensch led the Pledge of Allegiance
- Recognition Jim Even, Director of Student Services and Special Education recognized the District 203 Special Olympians. The following students received certificates from Superintendent Mitrovich:
- These students went to State in 2009 that are still active with us:
Evan Ginzkey, NNHS

Sean Pezza, NCHS
Ryan Manning, NNHS
Ryan Filer, NCHS
Olivia Ferris, NCHS
Jamie Carpenter, NCHS

Special Olympics Track June 2010 State Competition
Coaches Kristina Bell and Lindsay Grier

Katie Smith , NNHS 1st Place in tennis throw
3rd Place in the 50 meter run
Ryne Brigel, NCHS 2nd Place in softball throw
3rd in 4x100 meter relay
Steven Rommell, NCHS 3rd in 4x100 meter relay
Tyler Nowak, NCHS 5th in 100 meter run
3rd in 4x100 meter relay
Elliot Richer, NCHS 3rd in 100 meter run

Special Olympics Bowling

Coach Gayle Olson

Mary Bruck, NCHS

John Sheley, NCHS

Both Gold Medal winners at Regional, advance to Sectionals in November

Eric Hum, NCHS

Special Mention for our graduating senior

Family, Career, Community Leaders of America (FCCLA)

The Health & Human Services Internship students at Central are members of Family, Career, Community Leaders of America (FCCLA). This is a national and IHSA sanctioned Family and Consumer Science student organization that focuses on family, leadership, and community service opportunities. It is student lead with teacher, school, and parent support. FCCLA offers opportunities for students to make connections with the community through service projects they plan and put into action or to earn recognition at the community, regional, state, and national levels.

The following students came forward to receive certificates from Superintendent Mitrovich:

Brandon Cesario, Asil Elkhatib, and Briana Morgan were awarded a Silver Medal in the category Chapter Service Display.

Silvia Pazhampally was awarded a Gold Medal in the category Illustrated Talk. Ryan Reyes was awarded a Gold Medal in the category Job Interview.

Public
Comments

Mark Poulos, representing the IIIFFC – Indiana, Illinois and Iowa Foundation for Fair Contracting, spoke in support of the Project Labor Agreement. He and his organization work jointly with laborers and union contractors. He expressed his support that the two parties involved came together to resolve the situation in the best interests of the students.

Christine Filer and Linda Richer expressed their concerns about the location of

the transition program for special need students ages 18-21 for 2010-2011. Previously this program has been housed at Naperville campus of COD. For 2010-2011 the program is being split into two groups with one going into a trailer at Scott Elementary School. They complimented the District for their work to this point and urged the Board to continue to keep up the good work.

Written Communication Freedom of Information Requests:

- Citizen Advocacy Center request for Navistar Communication information
- Pastucha request or contractor information at Ellsworth Elementary
- James request for contractor information at NNHS
- Mickey request for Project Labor Agreement

Superintendent/Staff/School Reports Superintendent Mitrovich announced:

- On August 2-3, we will be hosting an administrative retreat for all administrative staff. Neil Samuels, a District 203 parent, will facilitate. We will be taking a look at what leadership means going forward in the District.
- Melea Smith, Director of Communications, will be leaving the District to assume a similar position in Elmhurst 205, as Director of Communications and Public Relations. Mark thanked Melea for her 9 years of service and wished her much success in District 205.

President's Report Adopt a School Assignments

Jackie Romberg reported that each member of the Board of Education takes three or four schools as their personal relationship school. The goal is to try to change schools every year. Additionally, Board members are not assigned schools attended by their own children. The assignments for 2010-2011 were distributed.

Board Committee Liaisons

Jackie Romberg explained that the members of the Board of Education are liaisons to different committees in the District. One or two Board members serve on each committee. The assignments for 2010-2011 were distributed and will be posted on the District Website.

There was discussion regarding the following committees:

- Diversity Committee - Dave Weeks and Susan Crotty will both serve on the Diversity Committee.
- The Board Facilities Sub Committee will meet “as needed” vs. “monthly”. This is the only Board Committee; the remaining committees are community committees where Board of Education members serve as liaisons.
- Health and Insurance Review Committee – It was asked why there is no Board of Education representation on this committee. Mrs. Romberg noted that all other committees have community participants, at this time, this committee does not involve community participants therefore would not need a Board of Education liaison.
- Suzyn Price will be the Board liaison to School Family Community Partnership as well as Home & School.

Board of None

Education
Reports

Board Facilities Sub Committee Update Terry Fielden provided an update on the Facilities Committee. They have been meeting at least once a week, particularly since the strike. The Project Labor Agreement (PLA) was reached to ensure that the 3000 students will go back to school on August 25th. Ralph Weaver shared pictures of where the project was prior to the strike vs. now. We have made significant progress working double shifts and Sundays. The Board will discuss and vote to approve the PLA later in the meeting. Mr. Fielden thanked Jim Dennison and Susan Crotty for their flexibility with the Board Facilities Sub Committee Meetings. The IHC Construction Manager has been very helpful. The community has expressed concern about the financial impact of the strike and Project Labor Agreement. Mr. Fielden indicated we are looking at cost control. More information will be forthcoming in future.

Tim Bickert, IHC, agreed that quite a bit of work has been done since the strike. The laborers have worked hard with extra shifts and are aware that the project needs to be completed for the students on the 25th. We are working closely with the contractors to see where we need to double up even further to pick up time in the schedule.

Consent
Agenda

The following items were presented on the Consent Agenda:

1. Bills and Claims from Warrant #347455 through Warrant #348033 totaling \$26,119,473.89 for the period of June 22, 2010 to July 19, 2010.
2. Treasurer's Statement for May 2010
3. The Board received information on investments May 2010
4. The July 2010 Insurance report was given to the Board.
5. Budget Report
6. Minutes: 6/21/2010, 6/28/2010
7. Personnel July 2010

Retirement – Administration

Doug Smith, June 28, 2011, NNHS, Athletic Director

Appointment – Administration

Kevin Wojtkiewicz, August 16, 2010, MJHS, Assistant Principal

Reassignment – Administration

Jeffrey Farson, 2009/10 School Year NNHS, from Dean of Students, August 9, 2010, NNHS, to Interim Student Services Coordinator

Assignment of Administrator

Jacquelyn Discipio, 2009/10 School Year, NNHS, from Comm. Arts Inst. Coord., August 16, 2010, NNHS, to Interim Dean of Students

Resignation – Certified

Leslie Clark, July 13, 2010, Ranch View, Teacher, Fourth Grade

Amy Caruso, June 16, 2010, JJHS, Teacher, Lang. Arts/SS

Adam Ferguson, June 22, 2010, KJHS, Teacher, Spec. Education

Appointment – Certified (Full Time)

Connie Cremins, 2010/11 School Year, Ann Reid EC, Teacher, Early Childhood

Lisa Staub, 2010/11 School Year, Highlands/Maplebrook, Teacher, Project Idea

Amy Southon, 2010/11 School Year, Mill Street, Teacher, Second Grade

Valerie Smit, 2010/11 School Year, Mill Street, Teacher, Third Grade
Stephen Matschullat, 2010/11 School Year, Naper, Teacher, Fourth Grade
Dena Porter, 2010/11 School Year, Ranch View, Teacher, Fifth Grade
Claudia Nix, 2010/11 School Year, JJHS, Teacher, LBS1
Robert Vanecek, 2010/11 School Year, JJHS, Teacher, Applied Tech.
Elizabeth Kaskie, 2010/11 School Year, JJHS, Teacher, Lang. Arts/SS
Carol Medrano, 2010/11 School Year, KJHS, Teacher, Reading Specialist
Courtney Snyder, 2010/11 School Year, KJHS, Teacher, Special Education
Holly Ruble, 2010/11 School Year, MJHS, Teacher, Lang. Arts/Math
Gina Falbo, 2010/11 School Year, WJHS, Teacher, Science
Brandon Estes, 2010/11 School Year, NCHS, Teacher, Band
Sandra Czernik, 2010/11 School Year, PSAC, Occupational Therapist, Special Education

Appointment – Certified (Part-Time)

Rachel Peck, 2010/11 School Year, Highlands, Teacher .5, Kindergarten
Patricia Linden-Lewis, 2010/11 School Year, Mill Street, School Nurse .5
Special Education
Alana LaFranco, 2010/11 School Year, Prairie, Teacher .5, Reading Spec.
Alexandra Zoloto, 2010/11 School Year, Ranch View, Teacher .5,
Kindergarten
Sara Hahn, 2010/11 School Year, NCHS, Teacher .7, Science
Noah Fitzenreider, 2010/11 School Year, NCHS, Teacher .4, Health
Lisa Shamrock, 2010/11 School Year, NNHS/JJHS, Teacher .57,
French/Spanish
Nicole Denton, 2010/11 School Year, NNHS, Teacher .5, LBS1
Barbara Csutak, 2010/11 School Year, PSAC, OT .4, Special Education

Revised Contract Part Time To Full Time

Ryan Smith, 2010/11 School Year, NNHS, Teacher .8 to 1.0, Comm. Arts

Revised Contract

Ann Cussick, 2010/11 School Year, MJHS, Teacher .72 to .76, Art

Re-Employment – Certified (Part-Time)

Judy Ricca, 2010/11 School Year, Kingsley, Teacher .5, Kindergarten

Leave Of Absences – Certified

Stephanie Vitale, 11/24/10 – 3/9/11, Ann Reid EC, Teacher, Early Childhood
Julie Hawley, 11/24/10 – 3/9/11, Kingsley, Teacher, Third Grade
April Forst, 1/10/11 – 2/17/11, Mill Street, Psychologist, Special Education
Cathleen O'Boyle, 9/7/10 – 12/3/10, MJHS, Teacher, Science
Dana Ruginis, 9/20/11 -6/7/11, MJHS, Teacher, Math/Lang. Arts
Rena Groom, 8/23/10 – 12/23/10, NCHS, Counselor, Guidance

Resignation Of Classified – Exempt

Nina Menis, June 30, 2010, PSAC, Director, Comm. Relations

Retirement – Classified

James Pratte, June 30, 2010, Transportation, Bus Driver
Mary Lou Pratte, June 30, 2010, Transportation, Bus Driver

Resignation – Classified

Zilbear Shazimani, July 23, 2010, NNHS, Custodian
Valencia Carmel Schaeffer, June 29, 2010, PSAC, Accounts Payable, Business Office Clerk

Employment - Classified

Frank Hudson, August 4, 2010, Highlands, Head Custodian
Peter Koutoupis, August 25, 2010, JJHS, Assistant, Special Education

Addendum

Appointment – Certified

Kristine Guitierrez, 2010/11 School Year, JJHS, Teacher, Academic Support
Holly Bontkowski, 2010/11 School Year, JJHS, Teacher, Lang. Arts/SS

Re-Employment – Certified

Lori Peterson, 2010/11 School, MJHS, Teacher, .82, FACS/App. Tech

Resignation Of Non-Union Classified

Melea Smith, August 6, 2010, PSAC, Director, Communications

Leave of Absence – Classified

Amanda Dykstra, 8/25/10 – 1/11/11, WJHS, Assistant, Special Education

8. Hazardous Walking Recertification
9. Employee Medical Insurance Renewal

Mike Jaensch made a motion to approve the Bills and Claim from Warrant #347455 through Warrant #348033 totaling \$26,119,473.89 for the period of June 22, 2010 to July 19, 2010, and all other items on the Consent Agenda with the exception of 3, 7 and 9. Susan Crotty seconded the motion. A roll call vote was taken. Those voting yes: Weeks, Crotty, Price, Fielden, Romberg, Dennison and Jaensch. No: none. The motion carried.

Item 3, Investments

There was a question about where the District's money is invested. Dave Zager responded that much is invested in money market and liquid assets at this point in time. PMA searches across the country for investments. One Board member felt that it is necessary for the District to develop a revised investment policy statement including a cash flow plan with input from the Financial Advisory Committee. Superintendent Mitrovich will take the Board members concerns under advisement.

Fielden made a motion to approve Item 7.03, Investments. Price seconded the motion. A roll call vote was taken. Those voting yes: Weeks, Crotty, Price, Fielden, Romberg, Dennison and Jaensch. No: none. The motion carried.

Item 7, Personnel

Fielden made a motion to add the resignation of Melea Smith to the public personnel agenda. Price seconded the motion. A roll call vote was taken. Those voting yes: Weeks, Crotty, Price, Fielden, Romberg, Dennison and Jaensch. No: none. The motion carried.

Item 9, Employee Medical Insurance Renewal

The Board discussed the possibility of tabling this item for further discussion regarding the amount of surplus in the insurance account and if it would be better served in the District's reserve account. Mr. Zager noted that it would not be good to table this issue at this time since open enrollment commences shortly for completion by October 1st. While we do have \$12 million currently, (not including outstanding claims) in the insurance account, we will likely see an increase in costs in the next few years. Looking forward we need to see how fast the surplus comes down vs. the dollar volume of claims. Mr. Zager noted that once money is in the health insurance fund, it needs to stay there and cannot be moved to other funds. Superintendent Mitrovich indicated that there

are larger issues at work here that need to be thoroughly looked at. More information will be provided for the Board. The administrative representatives to the Insurance Committee are: Dave Zager, Carol Hetman and Carole Christensen.

Price made a motion to approve Item 7.09, Employee Medical Insurance Renewal. Fielden seconded the motion. A roll call vote was taken. Those voting yes: Weeks, Crotty, Price, Fielden, Romberg, Dennison and Jaensch. No: none. The motion carried.

Discussion
With Action:

1. Second Reading Policy No. 5.210, Professional Personnel

This is the same policy that was brought to the Board of Education in June and is consistent. It was clarified that this refers to management personnel and the intent is not to allow for massive accumulations of vacation times. The Superintendent will include this in the Administrative Handbook.

Mr. Weeks noted his request to go on record saying that we don't change bylaws superintendent to superintendent. Some bylaws transcend superintendents. It is much harder to deal with something like this after we have lost confidence.

Fielden made a motion to approve Policy No. 5.210, Professional Personnel. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Price, Fielden, Romberg, Dennison and Jaensch. No: Weeks. The motion carried.

2. Special Education Study Agreement.

We are contracting with Educational Development Center, Inc. from Boston to do a review of our Special Education Program. We contracted with BLE Group to do a similar review of the Technology Department. These reviews have proved very beneficial to the District and we are expecting this review to be as effective. The Board is being asked to approve the all inclusive contract with Dr. David Riley and his team.

Crotty made a motion to approve the Special Education Study Agreement. Dennison seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Price, Fielden, Romberg, Dennison, Weeks and Jaensch. No: none. The motion carried.

3. Student Information System Contract

Roger Brunelle and Robb Cooper are recommending that we adopt a system called Infinite Campus for our new student information system.

Mr. Brunelle noted that Infinite Campus is the software provider and implementation partner is CIC. The Beard Group will assist in the transition while our in-house project manager trains. The initial cost is \$794,515 with \$200,000 for annual ongoing costs. Infinite Campus provides software, hosting and level 3 support. CIC provides everything else – implementation training, analytics software, maintenance level one and level two support integration. There are additional modules, including Special Education, which we are not currently purchasing; however, the ability to bring in additional functionalities was an important component.

We will have a kick-off meeting this Thursday where we will define roles, responsibilities, expectations, and best practices going forward. The intent is to go live for January 2011 registration. It is a yearlong project to get functionality all up and running. The District is comfortable with the financial stability of CIC and Infinite Campus.

Fielden made a motion to approve the Student Information System Contract. Dennison seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Price, Fielden, Romberg, Dennison, Weeks and Jaensch. No: none. The motion carried.

4. Contract for Compensation Innovations

Carol Hetman presented a proposal to engage Compensation Innovations, which is part of Learning Point, to meet the requirement in the NUEA Agreement to establish and support teachers. A "Committee of 12" has been formed – 6 appointed by the Board of Education and 6 appointed by the NUEA. Learning Point's work with us and for us would focus on facilitating committee meetings and increase our knowledge to reward teachers for meaningful professional development activities and have direct correlation to improving student learning.

Members of the committee are: Melanie Raczkiwicz, Kathy Duncan, Dave Zager, Kevin Pobst, Susan Stuckey, Carol Hetman, Mark Bailey, Dan Iverson, Vicky Ross, Jeff VanHarlingen, Marissa Rakes and Lisa Wisniewski. The next meeting is scheduled for July 20, 2010. The group is committed to meeting monthly or as often as necessary to complete the process. The final report will be given by the end of June, 2011, with quarterly updates given by Mrs. Hetman.

Weeks made a motion to approve the Contract for Compensation Innovations. Fielden seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Price, Fielden, Romberg, Dennison, Weeks and Jaensch. No: none. The motion carried.

5. Project Labor Agreement (PLA)

Ken Florey, Construction Attorney, and Ralph Weaver, Director of Facilities and Construction presented information on the Project Labor Agreement (PLA). Staff worked diligently with the union to come to an agreement to stop the strike so the construction could progress and most importantly, school could open on time August 25. This agreement includes the provision that only union bids will be accepted for construction projects the District engages in during the next 7 years. The majority of our work is done by union contractors. We do not expect to receive any fewer bids in the future as a result of this PLA. The State of Illinois requires public institutions to pay prevailing wage, which includes base pay, benefits, etc. There is very little difference in union vs. non union wages. A huge amount of credit goes to the union workers for starting work before this formal agreement was approved. The workers are excited to be there, grateful for the settlement and committed to complete the job to serve the kids for years to come.

The complete NCHS project will not be done until September 2011. It was important to keep the pace going not just this summer but for next year and

next summer. Feedback from community is overwhelmingly positive. The PLA is a collaborative effort on so many levels. A big debt of gratitude goes to Terry Fielden, Ralph Weaver and Mark Mitrovich for seeing this through.

Fielden made a motion to approve the Project Labor Agreement. Price seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Price, Fielden, Romberg, Dennison, Weeks and Jaensch. No: none. The motion carried.

Discussion None
Without Action

Old Business None

New Business None

Upcoming Board of Education Business Meeting August 16, 7:00 p.m.
Events Board Self Evaluation August 18

Adjournment Fielden moved to adjourn the meeting at 9:23 p.m. Price seconded the motion. A voice vote was taken. Those voting yes were: Crotty, Weeks, Price Fielden, Dennison, Romberg and Jaensch. No: None. The motion carried unanimously.

Approved August 16, 2010

Mike Jaensch, President
Board of Education

Maureen Dvorak, Secretary Pro Tem
Board of Education