

MINUTES OF A MEETING OF THE BOARD OF EDUCATION,
NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE
AND WILL COUNTIES, ILLINOIS, HELD AT THE ADMINISTRATIVE
CENTER
JUNE 6, 2011, 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, Jackie Romberg, Dave Weeks and Jim Dennison. Terry Fielden arrived at 5:45 p.m.
- 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.
- Closed Session Crotty moved, seconded by Romberg 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. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
 3. Collective negotiating matters between the District and its employees or their representatives. 5 ILCS 120/2(c)(2).
 4. Discussion of lawfully closed meeting minutes 5 ILCS 120/2(c)(21).
- Open Session Dennison moved, seconded by Crotty to return to Open Session at 7:28 p.m. A voice vote was taken. Those voting Yes: Crotty, Romberg, Jaensch, Fielden, Weeks, Dennison and Price. No: None. The motion carried unanimously.
- Roll Call Board Members present were: Mike Jaensch, Susan Crotty, Jackie Romberg, Suzyn Price, Dave Weeks, Jim Dennison and Terry Fielden.
- Administrators present: Mark Mitrovich, Superintendent of Schools; Melanie Raczkiwicz, Chief Operating Officer; Tim Wierenga, Assistant Superintendent for Secondary Curriculum and Instruction; Kitty Ryan, Assistant Superintendent for School Services and Programs; Roger Brunelle, Chief Information Officer; David Zager, Chief Financial Officer; Kitty Murphy, Assistant Superintendent for Student Services and Special Education; Carol Hetman, Chief Human Resources Officer; Susan Rice, Director of Communications; Raquel Lightbourne-Coley, Director of Community Relations; and Ralph Weaver, Director of Facilities & Construction.
- Public Comments None
- Action by Consent The following items were presented on the Consent Agenda:
1. Personnel May 2011
- Resignation – Administration**
Anthony Valenza, June 14, 2011, Beebe Assistant Principal
- Appointment – Administration**
Dr. Kate Foley, July 1, 2011, PSAC, Assistant Superintendent for Student Services and Special Education

Assignment of Administrator

Steve Madden, August 8, 2011, NNHS, Dean of Students

Resignation – Certified

Johanna Stangler, June 9, 2011, ARECC, Teacher Special Education

Erin Haapala, June 9, 2011, LJHS, Teacher Foreign Language

Dana Ruginis, June 9, 2011, Madison, Teacher Language Arts

Jarrett Dodge, June 9, 2011, NNHS, Teacher Communication Arts

Appointment – Certified (Full Time)

Dana Allen, August 15, 2011, Maplebrook/ARECC, Speech and Language

Rosita Alvarez, August 15, 2011, Beebe, 4th Grade Dual Language Teacher

Jennifer Aukers, August 15, 2011, NNHS, Special Education Teacher

Renee Cammiso, August 15, 2011, Prairie/JJHS, Band Teacher

Gina Genovesi, August 15, 2011, MJHS, Special Education Teacher

Catherine Gottlieb, August 15, 2011, NCHS, LRC Director

Lisa Gualano, August 15, 2011, LJHS, FACS Teacher

Melissa Hampton, August 15, 2011, NNHS, Academic Support IC

Stephanie Moore, August 15, 2011, NNHS, Reading Teacher

T. Pardungkiattisak, August 15, 2011, Maplebrook, 4th Grade Teacher

Emily Padilla, August 15, 2011, Mill Street, 1st Grade Dual Language Teacher

Kevin Swann, August 15, 2011, Elmwood, 4th Grade Teacher

Meagan Wendt, August 15, 2011, River Woods, Art Teacher

Revised Contract PT to FT

Mary Spragg, August 15, 2011, Maplebrook, Reading Teacher

Re-Employment – Certified (Full Time)

Paul Becvar, August 15, 2011, NNHS, Math Teacher

Caitlin Callaghan, August 15, 2011, NNHS, Wellness Teacher

Connie Cremins, August 15, 2011, ARECC, Early Childhood Teacher

Sara Hahn, August 15, 2011, NCHS, Science Teacher

Danielle Janisch, August 15, 2011, NCHS, Art Teacher

Alexandra Zoloto, August 15, 2011, Ellsworth, Kindergarten Teacher

Re-Employment – Certified (Part Time)

Jennifer Doyle, August 15, 2011, Prairie Kindergarten Teacher 50%

Diane Spiotta, August 15, 2011, JJHS, Spanish Teacher 50%

Leave of Absence – Certified

Amy McInerney, 2011/2012 School Year, NCHS, Science Teacher

Elizabeth Mincheski, 5/10/11 to 6/9/11, Meadow Glens, Special Ed. Teacher

Suzanna Schweer, 9/16/11 to 12/22/11, NNHS, Foreign Language Teacher

Retirement – Classified

Barbara Flock, June 9, 2011, Mill Street, Special Education Assistant

Roy Kuriger, July 29, 2011, Elmwood, Custodian

Lynne Latorre, July 22, 2011, NCHS, Special Education Assistant

Patricia Turley, June 9, 2011, Scott, Special Education Assistant

Resignation – Classified

Jusuf Tairi, June 1, 2011, Highlands/WJHS, Custodian

Eric Thornton, June 10, 2011, Transition Program, Special Ed. Assistant

Selami Biba, June 1, 2011, MJHS, Custodian

Leave of Absence – Classified

Nancy Peterson, 2011/12, NNHS, Health Technician

2. Administrator Appointment to DAOES Board of Directors – Tim Wierenga
3. Bid: Direct-Fire Bus Heater

4. Notice to Remedy as Discussed in Closed Session
5. Resolution No. 1106-01, Employee Discipline/Remediation Plan as Discussed in Closed Session
6. Student Discipline as Discussed in Closed Session

Price made a motion to approve Consent Agenda 1 through 6. Fielden seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Price, Romberg, Crotty, Weeks, Fielden, and Dennison. No: none. The motion carried.

Agenda Items

1. 2011 – 2012 Budget Discussion

Dave Zager indicated that the General Assembly has passed a budget to submit to the governor for approval. Education funding will probably be lower and the District might see a \$306,000 reduction in funding. This will be taken into consideration in the financial projection.

Pension reform has been delayed until the fall session, but there will probably be some changes.

We will have a public hearing and then adopt the budget at the June 20, 2011 Board of Education Business Meeting.

2. Centralized Enrollment

Kitty Ryan, Maureen Dvorak, Susan Rice and Nancy Voise presented information on the Centralized Enrollment process that will be implemented August 1. In the past parents new to the District with children at multiple levels had to present enrollment documentation at all buildings their children would attend. With the new process, the District will hire one full time person and one part time person to be housed at the Administration Center to accept all enrollment documents from families. The information will then be entered in the Student Information System. Parents will go to each school and register their children for classes. This will eliminate confusion and provide consistency and accuracy across the district. It will also minimize non-residential enrollment issues and the manpower needed to track down these problems. There will be year-round office hours from 7:30 a.m. – 4:00 p.m. with appointments available outside these times. One of the employees will be a bi-lingual Spanish speaker, who will also be responsible to help with District translation. Communication will be sent out to the community and parents will be surveyed following their experience.

3. Mercer Report

Mercer is the consulting firm that was retained by the District to do an Administrator Compensation Study. They were asked to review both base pay and benefits and compare District 203 to several benchmark districts. David Van De Voort, Joe Maldonado and Summer Wegert, Mercer Associates reported their findings. They provided a booklet that outlined the introduction and purpose, the jobs included in the assessment, the peer group used to compare to District 203 and a summary of the findings in both compensation and benefits. Mr. Van De Voort noted that District 203 is quite comparable with salaries and maybe a little lower on benefits. There was a discussion about keeping good administrators and attracting new ones in this competitive market for good talent. Mercer provided a chart developed by Summer Wegert that compares teacher compensation to administrator compensation and depicts the

most likely timing for a teacher to transition to an administrator. They reviewed how traditional positions have evolved into contemporary roles. Among their recommendations were the following:

- Offer some type of severance pay
- Strengthen Benefit competitiveness
- Explore Incentive pay
- Create an internal program for identification and development of administrators
- Increase tuition reimbursement
- Index Administrator pay levels to the salary of the Superintendent

Mr. Van De Voort recommended an annual salary review or at least a review every two to three years.

Old Business

New Business

Upcoming Events Classes end Thursday, June 9, 2011
Next Board of Education Meeting June 20, 2011
Financial Advisors Committee Meeting tomorrow June 7, 7:00 p.m. at NCHS
Classes begin August 17, 2011

Adjournment Fielden moved to adjourn the meeting at 9:00 p.m. Crotty seconded the motion. A voice vote was taken. Those voting yes were: Crotty, Price, Romberg, Jaensch, Weeks, Dennison and Fielden. No: None. The motion carried unanimously.

Approved June 20, 2011

Mike Jaensch, President
Board of Education

Ann N. Bell, Secretary
Board of Education