

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  
JUNE 18, 2012, AT 7:00 P.M.

- Call to Order President Mike Jaensch called the meeting to order at 6:02 p.m. Board members present: Susan Crotty, Jackie Romberg, Jim Dennison, Terry Fielden, Suzyn Price, Dave Weeks and Mike Jaensch.
- Administrators present were: Mark Mitrovich, Superintendent; Dan Bridges, Assistant Superintendent for Secondary Education/ Interim Superintendent; Dave Zager, Chief Financial Officer; Carol Hetman, Chief Human Resources Officer.
- Closed Session Fielden moved, seconded by Crotty to go into Closed Session at 6:02 p.m. for consideration of:
1. Discussion of lawfully closed minutes for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated. 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. The purchase or lease of real property for the use of the District, including meetings held for the purpose of discussing whether a particular parcel should be acquired 5 ILCS 120/2(c)(5).
  4. Collective negotiating matters between the District and its employees or their representatives. 5ILCS 120/2(c)(2).
  5. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
- Open Session Crotty moved, seconded by Romberg to return to Open Session at 7:09 p.m. A voice vote was taken. Those voting Yes: Crotty, Romberg, Fielden, Dennison, Weeks, Jaensch and Price. No: None. The motion carried unanimously.
- Roll Call Board Members present were: Susan Crotty, Jackie Romberg, Suzyn Price, Terry Fielden, Jim Dennison, Mike Jaensch and Dave Weeks.
- NNHS Student Ambassador present: Jodi Nemethy
- Administrators present: Mark Mitrovich, Superintendent, Dan Bridges, Assistant Superintendent for Secondary Education, Tim Wierenga, Assistant Superintendent for Teaching and Learning; Susan Rice, Director of Communications; Jen Hester, Assistant Superintendent for Teaching and Learning; Julie Carlsen, Director of Community Relations; Kitty Ryan, Assistant Superintendent for Elementary Education; Roger Brunelle, Chief Information Officer; David Zager, Chief Financial Officer; Kathy Duncan, Chief Academic Officer; Kate Foley, Assistant Superintendent for Pupil Services; Steve Mathis, Director of Buildings and Grounds
- Pledge of Allegiance Dan Bridges led the Pledge of Allegiance.

Public Hearing  
on 2012 – 2013  
Budget

Mr. Jaensch opened the Public Hearing at 7:11 p.m.

**Administration Comments:**

Mr. Zager reiterated some of the highlights of the budget including:

- Total budget = \$240.9 million.
- Operating budget = \$233.8 million.
- Construction = \$3.6 million.
- Debt Service = \$3.6 million.
- Average Taxpayer is paying 1.5% more than last year.
- The entire Debt Service Levy on \$43 million referendum Bond Issue was abated for the 2011 tax levy (payable in 2012).
- Budget is balanced. Revenue covers all expenses.

The Board received a letter from the Finance Committee recommending that they adopt the budget while urging the District to use caution on any budget items that rely on funding from the State of Illinois.

**Public Comments**

None

**Board Comments**

None

Mr. Jaensch closed the Public Hearing on 2012 – 2013 Budget at 7:14 p.m.

Recognition

**NNHS Girls Soccer Team**

The Naperville North High School Girls Class 3A Soccer Team won the State Championship game against St. Charles North in the 4th overtime at North Central College in early June.

NNHS Principal Kevin Pobst introduced head Coach: Steve Goletz, who introduced the other coaches Gabriel Medina, Ryan Kuehne, Don Siebert, and Dana Green. Members of the team came forward to receive certificates. Team members are: Sarah Feder, Britney Weizeorick, Allison Hitchcock, Jen Korn, Tracy Korn, Anna Prescott, Melanie Hegner, Hunter Drendel, Kirstin Deichstetter, Angela Widlacki, Maria Grygleski, Caroline Rico, Jillian Van Kampen, Cora Climo, Christa Szalach, Emily Bromagen, Zoe Swift, Meghan Lee, Kayla Sharples, Abbie Boswell, Fiona Baenziger, Abby Mangefrida.

**Culinary Arts State Champion**

Congratulations to Naperville North/Technology Center of DuPage (TCD) Student Keegan Crotty who won First Place in the Culinary Arts contest at the 2012 Illinois SkillsUSA Leadership and Skills Conference. He will go on to compete in the National Championships in Kansas City later in June. Kevin Pobst Introduced Keegan Crotty who came forward to receive a certificate. Keegan noted that he has been working with his instructors on recipes for his dishes to present at the competition since last August, and is looking forward to the National competition in Kansas.

Public Comment	None
Student Ambassador Reports	<p>Naperville North High School – Jodi Nemethy reported:</p> <ul style="list-style-type: none"> <li>• School not in session.</li> <li>• Boys tennis won sectionals.</li> <li>• Girls softball made it to Sweet 16.</li> <li>• Lip Dub video had been spreading on u-tube.</li> <li>• Fall sports camps and training are going on outside of school.</li> </ul>
Written Communication	<p>Freedom of Information Requests:</p> <ul style="list-style-type: none"> <li>• Cahill request for class schedules</li> <li>• Miceli request for Director Level position information</li> </ul>
Superintendent Staff/School Reports	<p><b>Special Education Management System</b></p> <p>Kate Foley and Nancy Lullo reported that in January 2012, District 203 issued an RFP for a web-based Special Education Management System with Individual Educational Program (IEP) and Response to Intervention (RTI) capabilities. Currently the systems used are non-integrative and on different individual’s computers using different versions of the programs. The systems lack customization and provide inaccurate data. There is an inability to track student long term goals and state reporting is time consuming and cumbersome.</p> <p>Dr. Foley noted that the typical RFP procedure was followed that engaged all stakeholders from secretaries to staff to administrators in all the interviews round table discussions and evaluations.</p> <p>Mrs. Lullo indicated that TIENet is the system that was chosen. She displayed some of the screens that will be used for tracking students. She noted that the information is anchored to state reporting and included meeting notices to parents. The system is in the current FY budget and the District is now finalizing the contract and working on a configuration of a soft roll out with training prior to the school year and ongoing training as the year goes along. The base system will be up and ready this summer and data will be integrated. Training and migration to the new system will occur during the annual review process.</p> <p>Roger Brunelle noted that staff members and teams will have passwords that allow them to access only the student information they are allowed to see.</p> <p><b>Coaching Evaluations</b></p> <p>Marty Bee, retired NCHS Athletic Director, Andy Lutzenkirchen, new AD at NCHS and Jim Konrad, AD at NNHS explained the coaching evaluation process. Mr. Bee noted that the process involves ongoing communication, observation and discussion with the head coach regarding assistant coaches and students. Observations involve looking for positive growth of coaches in their coaching role helping students become better athletes. Any concerns that arise are addressed immediately through open communication and remediation where necessary. Documentation is not necessarily done on each coach, but for historical purposes, it was suggested that in the future a formal document</p>

should be filed at least bi-annually. The ADs plan to check with other districts for an evaluation instrument we could use that would be an improvement over the current document that the Board received copies of.

With regard to athlete/parent concerns, it was suggested that athletes approach the coach first and try to resolve any issues before parents get involved. If the coach cannot resolve the issue, the ADs would be contacted if necessary at that time. Complaints and compliments should be documented.

It was noted that unlike a club sport where parents are paying for their children to play a sport, high school sports are different in that winning is secondary to every other aspect of playing a sport. The positive attributes that kids develop are stressed. Communication with parents is important so they know what the expectations are and the annual review of the Co-Curricular Participation Code and sharing that code with parents helps with understanding expectations.

Some weaknesses in a coach that might require his dismissal are not being organized, not initiating practices that help students improve, ignoring issues over and over and not being a good example for the students.

President's Report

None

Board of Education Reports

None

Monthly Reports

- Treasurer's Statement – The Board received the April Treasurer's Statement
- Investments – The Board received the April Investment Report as well as an additional Cash and Investment Report.
- The Board received the May Insurance Report
- Budget – The Board received the budget reports for May 2012.

Action by Consent

- The following items were presented on the Consent Agenda:
1. Bills and Claims from Warrant # 369360 through 370203 totaling \$18,247,454.40 for the period of May 24, 2012 to June 18, 2012.
  2. Board Meeting Minutes: 5/23/12, 6/4/12.
  3. Personnel

**Assignment Of Administrator**

Sarah Cain, August 6, 2012, Maplebrook, Assistant Principal  
Kristin Cummings, August 6, 2012, Ranch View, Assistant Principal  
David Kanne, July 1, 2012, WJHS, Principal

**Appointment – Certified (Full Time)**

Jorge Hadad, August 13, 2012, Beebe, Speech Pathologist  
Victoria Walters-Beach, August 13, 2012, Beebe, Vocal Music  
Beth Zamora, August 13, 2012, Elmwood, Third Grade  
Nicholas Titus, August 13, 2012, KJHS, Math/Social Studies  
Katherine Bern, August 13, 2012, KJHS/RV/MG, Orchestra

Victoria Canaday Howard, August 13, 2012, LJHS, Science  
Brian Dahlstrom, August 13, 2012, Maplebrook, Dual Language  
Elizabeth Kanne, August 13, 2012, Meadow Glens, LBS  
Julie Boesen, August 13, 2012, Mill Street/Naper, Band Director  
Timothy Brodeur, August 13, 2012, NNHS, Art  
Mirta Lin, August 13, 2012, NNHS, ELL/Spanish  
Amanda Bartman, August 13, 2012, Prairie, Psychologist  
Faizah Syed, August 13, 2012, Ranch View, Second Grade  
Marta Arandia, August 13, 2012, Steeple Run, Dual Language  
Leslie Figueroa, August 13, 2012, Elmwood, K-5 Bilingual

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

Dan Kischuk, August 13, 2012, NCHS, Technology (90%)

**Revised Contract Pt To Ft**

Stephanie Vitale, August 13, 2012, Meadow Glens, Third Grade

**Leave of Absence – Certified**

Michael Jarvis, 1/7/13 to 5/23/13, NCHS, Science

**Revise Leave Of Absence – Certified**

Joanne Vine, 8/13/12 to 8/24/12, Special Ed, Hearing Itinerant

**Retirement – Classified**

Carol Perko, May 29, 2012, Scott, LRC Assistant

**Resignation – Classified**

Margaret Kulzick, May 29, 2012, Mill Street, Dual Language Assistant

Margaret Baily, August 14, 2012, NNHS, Financial Secretary

Kathrine Readyoff, June 27, 2012, NNHS, Receptionist

Allen Lewan, June 20, 2012, NNHS, Maintenance

**Reassignment – Non-Union Classified**

Steven Drabik, July 2, 2012, PSAC, User Support Group Mgr.

**Employment – Non-Union-Classified**

Gretchen Gallois, July 2, 2012, PSAC, HR Generalist

**Approval of Severance Agreement**

4. 2012 – 2013 Property, Automotive, Liability and Excess Worker's Compensation Insurance Renewal
5. Administrator Contract Renewals
6. Bid: Copy Paper
7. Student Discipline as Discussed in Closed Session
8. Revised Board Meeting Calendar 2012 – 2013
9. Resolution No. 1206-02, Prevailing Wage

Crotty made a motion to approve Bills and Claims from Warrant # 369360 through 370203 totaling \$18,247,454.40 for the period of May 24, 2012 to June 18, 2012 and all other items on the Consent Agenda from 1 – 8 with the exception of item 9, Resolution No. 1206-02, Prevailing Wage. Dennison seconded the motion.

It was noted that iPod APS have become a large purchase item by different departments on procurement cards recently. A question was raised about Lacrosse and if it is an emerging sport acknowledged by IHSA, what are the Districts' plans. Mr. Bee noted that IHSA has not gotten a commitment from the number of required districts due in part to the cost involved.

A roll call vote was taken. Those voting yes: Price, Dennison, Fielden, Romberg, Jaensch, Weeks and Crotty. No: none. The motion carried.

#### 9.09 Resolution No. 1206-02, Prevailing Wage

It was noted that this is something the District does annually. Dissatisfaction was expressed by a Board member who would like to be able to adjust wages. Fielden made a motion to approve Item No. 9.09, Resolution No. 1206-02, Prevailing Wage as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Fielden, Price, Weeks, Jaensch, Romberg, Dennison, and Crotty. No: None. The motion carried.

Mr. Bridges introduced the three new administrators whose employment was just approved by the Board: Sarah Cain, Assistant Principal at Maplebrook Elementary School, Kristin Cummings, Assistant Principal at Ranch View Elementary School, and David Kanne, Principal at Washington Junior High School, who will be introduced at the July Business Meeting.

Discussion  
Without Action  
Discussion  
With Action

#### **Resolution for 2012 – 2013 Budget**

Price made a motion to approve the Resolution for 2012 – 2013 Budget. Fielden seconded the motion. A roll call vote was taken. Those voting yes: Weeks, Crotty, Dennison, Romberg, Jaensch, Price and Fielden. The motion carried unanimously.

#### **Self-funded Medical Plan**

Mr. Zager reiterated that the self-funded employee medical, dental, vision and prescription drug plan is overseen by the Employee Health Insurance Committee comprised of Administration and representatives of the employee associations. The committee is recommending the following for the plan year beginning October 1, 2012:

1. Funding rates to increase 5% from the current level.
2. Institute changes in the Plan designed to save about \$1 million in plan costs.
3. Contract with VCP-Humana for vision coverage (removing it from the self-funded plan).

When adopted, the balance of the self insurance fund will continue to be gradually drawn down to the reserve level of 30% of annual costs. This should be achieved with the 2015 – 2016 plan year.

Fielden moved approval of the Self-funded Medical Plan as presented. Price seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Crotty, Dennison, Weeks, Jaensch, Price, and Fielden.

#### **Phase II High School Boundary Implementation**

Mr. Bridges noted that to avoid confusion this boundary implementation is not movement on Phase II, but the second step of Phase I. The administration is recommending that the Board of Education approve the Wil-o-Way

neighborhood reassignment to Naperville Central High School beginning with the 2013-2014 school year, consistent with the approved elementary and junior high school boundary changes approved on March 19, 2012. If the original recommendation went forward, those students would not be eligible to participate in sports.

Fielden made a motion to approve Phase II High School Boundary Implementation as presented. Dennison seconded the motion.

Mr. Jaensch asked the Board if there were objections to hearing Public Comments at this time. There were no objections.

### **Public Comment**

Jennifer Penny, West Branch Neighborhood

Urged the Board to consider the educational, academic, and social development of students and since her neighborhood is being split, she asked that junior high students in her neighborhood continue to go on to NNHS and not change high schools now.

Vickie Milligan-Hardy

Suggested that since there are so few students being affected by this implementation, why impose it. So many families have a choice; this appears to prejudice some families that do not have a choice.

Mr. Bridges noted that this implementation ensures that students are IHSA eligible from day 1.

A roll call vote was taken. Those voting yes: Fielden, Romberg, Weeks, Jaensch, Dennison, and Price. No: Crotty. The motion carried.

### **Draft Calendar 2013 – 2014**

Mr. Bridges noted that the Board is being asked to approve the draft calendar as presented. The calendar was reviewed at the last Board meeting and since then around 140 emails have been received with positive comments for the most part. Additionally, Mr. Bridges indicated that he has discussed the calendar with Home and School representation and they support the calendar.

Board concerns/discussion included:

- Graduation in 2014 would be on the Tuesday after Memorial Day, May 27. The reason is that there are fewer potential IHSA state series conflicts.
- There is concern about the unbalanced attendance days between the two semesters. 81 days in first semester and 91 days in second semester. Feedback received from surveyed parents, staff and students is that 2 weeks difference in attendance days is manageable.
- Other options to keep high school exams before the winter break.
- Elementary parents have expressed concern about beginning school on a Monday so there is a full week of school.
- Sunday graduation is not recommended because of conflicts with college graduations.

Fielden made a motion to approve the 2013 – 2014 School Calendar as presented. Dennison seconded the motion.

Further Board concerns/discussion:

- Objections to starting in mid-August which drives finals prior to winter break. Suggestion that finals be in mid-January so school could start later in August.
- Calendar is driven by the high schools and does not represent a holistic picture for the District.
- Suggested that school start on Monday instead of Wednesday.
- Concern about college applications being due in mid-January and if finals were after the winter break, grades would not be available for college apps.
- Students need a break at the end of the semester and they don't get one with exams after break
- Frustration expressed about the debate after the committee worked hard to bring a recommendation to the Board
- Concern about only one community representative on the calendar committee – suggestion that a change in representation be considered.
- It was noted that if the makeup of the committee was a concern, it should have been dealt with prior to them working to make a recommendation.
- The Board should give clear guidance to the administration regarding the expectations of the calendar.

Mr. Jaensch indicated that since there is a motion and a second, the Board could vote on the calendar as presented, table the item or amend the calendar.

A roll call vote was taken. Those voting yes: Fielden, Dennison, and Price. No: Romberg, Crotty, and Jaensch. Abstain: Weeks. The motion did not carry. Another recommendation will be brought to the Board on July 16, 2012.

### **Administrative and Classified Salaries**

Dennison moved approval of the Administrative and Classified Salaries as presented. Fielden seconded the motion. Crotty amended the motion to vote separately on the Administrative and Classified Salaries. Dennison seconded the amended motion.

### **Classified Salaries**

Crotty moved to approve the Classified Salaries as presented. Dennison seconded the motion. A roll call vote was taken. Those voting yes: Dennison, Fielden, Crotty, Price, Romberg, Jaensch, and Weeks. No: None. The motion carried.

### **Administrative Salaries**

Crotty moved to approve the Administrative Salaries as presented. Fielden seconded the motion. It was noted that the straight 2.5% across the board increases for administrators does not reflect the really hard work that some administrators put forth.

A roll call vote was taken. Those voting yes: Weeks, Romberg, Jaensch, Dennison, Fielden, and Price. No: Crotty. The motion carried.

New Business

Old Business

- Upcoming Events
- July 4 Holiday
  - July 16, 2012 Board of Education Business Meeting.

It was requested that some of the Calendar Committee members attend the next meeting to answer questions when the 2013 – 2014 Calendar Item comes up for a vote. It was also requested that all Board members vote.

Mr. Jaensch noted that this is the last meeting for both Kathy Duncan and Mark Mitrovich, two very important administrators. He indicated that it was sad to see them leave and thanked them both for their service to the District.

Adjournment      Dennison moved to adjourn the meeting at 9:15 p.m. Crotty seconded the motion. A voice vote was taken. Those voting yes were: Crotty, Price, Romberg, Dennison, Weeks, Jaensch and Fielden. No: None. The motion carried unanimously.

Approved      July 16, 2012

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Mike Jaensch, President  
Board of Education

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Ann N. Bell, Secretary  
Board of Education