

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
JUNE 4, 2012, AT 7:00 P.M.

- Call to Order President Mike Jaensch called the meeting to order at 5:50 p.m. Board members present: Mike Jaensch, Jackie Romberg, Terry Fielden, and Suzyn Price. Jim Dennison arrived at 5:52 p.m. Susan Crotty arrived at 6:01 p.m. Absent: Dave Weeks.
- Administrators present were: Dan Bridges, Assistant Superintendent for Secondary Education/Interim Superintendent; Carol Hetman, Chief Human Resources Officer; and Dave Zager, Assistant Superintendent for Finance.
- Closed Session Fielden moved, seconded by Price to go into Closed Session at 5:50 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. The purchase or lease of real property for the use of the District 5 ILCS 120/2(c)(5).
 3. Collective negotiating matters between the District and its employees or their representatives 5 ILCS 120/2(c)(2).
- Open Session Crotty moved, seconded by Fielden to return to Open Session at 7:03 p.m. A voice vote was taken. Those voting Yes: Jaensch, Fielden, Dennison, Price, Crotty and Romberg. No: None. The motion carried unanimously.
- Roll Call Board Members present were: Mike Jaensch, Jackie Romberg, Suzyn Price, Terry Fielden, Jim Dennison, and Susan Crotty. Absent: Dave Weeks.
- Administrators present: Dan Bridges, Assistant Superintendent for Secondary Education/ Interim Superintendent; Tim Wierenga, Director of Research and Assessment; Kitty Ryan, Assistant Superintendent for Elementary Education; Roger Brunelle, Chief Information Officer; David Zager, Chief Financial Officer; Susan Rice, Director of Communications; Carol Hetman, Chief Human Resources Officer; Julie Carlsen, Director of Community Relations; Jen Hester, Assistant Superintendent for Teaching and Learning; Kathy Duncan, Chief Academic Officer; Kate Foley, Assistant Superintendent for Pupil Services and Special Education.
- Public Comments None
- Superintendent Staff School Reports **Committee for Professional Innovation (CPI) Presentation**
Carol Hetman introduced fellow committee members Mark Bailey, Dan Iverson, and Kevin Pobst who were joined by Gretchen Weber from American Institutes for Research (AIR). The purpose of the presentation was to:
- Provide an update of the committee for Professional Innovation's work since December 2011
 - Share the Committee's thinking about specific next steps

- Seek approval for management and operations structure and continue work
- Seek guidance from the Board of Education about those next steps.

The overall model has not changed, but there has been a significant amount of discussion about what the different career path bricks mean. The committee worked on a glossary and an initial description for how teachers engage with accountability and rigor. A draft of an implementation guide was developed to accompany the model. They began costing out the bricks to try to determine what compensation is permanent, temporary and temporary with residual effects for a certain period of time. The committee members agreed that the base line to begin the career paths is a Masters degree and tenure.

Ms. Weber reported that during April focus groups were held for three groups of randomly selected school-based cohorts, 13 teachers in all. A trained facilitator from AIR conducted the focus groups using a structured discussion protocol regarding the model. The informative feedback data collected from the focus groups was shared with the committee. The focus groups were the beginning of a series of two-way communications with staff to help think through the process.

The overall management and operations structure and the financial structure are the two key points to be worked through prior to the preliminary launch date of September 2013. It was suggested that the program be housed in the Human Resources Department with an administrator as the director supported by a teacher leader on assignment for two years. The first year would be development and the second year would be implementation. A job description with clear roles and responsibilities would be developed for the teacher leader. A joint committee would provide guidance, quality assurance, and additional support. The initial cost would be about \$150,000 for the first year and then approximately \$75,000 after that.

The Committee focused on developing the process for alternate compensation, a system that would validate a teacher's interests and passions for as long as that teacher was with the District. Another avenue to develop is a prototype for an alternative compensation schedule. This would be a replacement for the model we currently use. It would be very complex work and the transition costs could be substantial.

Board members discussed the fact that the driving force behind any proposal is student achievement and benefit, and not being compensated for everything. Additionally they discussed the difficulty of placing a value on the residual effects of temporary compensation. A concern was expressed that the proposal would not be initiated until September 2013, but since this is a totally new concept, the desire is to work out all the many specific details correctly the first time. Funding was another topic discussed. It was noted that there is the potential for some grant funding.

Mr. Jaensch asked Board members if anyone objects to Mrs. Hetman coming back in July with job descriptions and a cost of management structure. There were no objections. He then asked Board members if anyone objects to looking into, examining and developing an alternative compensation system. There were no objections.

Coaching Evaluations

The Athletic Directors from both high schools were at playoff competitions and unable to attend the Board meeting, therefore it was suggested that this item be brought back June 18.

High School Student Services

Karen Lemanski, Director of Student Services at NCHS and Jeff Farson, Director of Student Services at NNHS gave an overview of the services provided to support students at both high schools. Each Student Services Department has four multi-disciplinary teams comprised of Directors, Deans of Students, School Counselors, Social Workers, Psychologists, Nurses, a School Resource Officer and Support Staff. They provide support for students on academic progress, social-emotional well-being, health and safety, behavioral supports, and post-secondary endeavors. The teams meet weekly to discuss struggling students and make plans for interventions/strategies. A description of the duties of each discipline on the teams was provided.

The Board received copies of each of the schools profiles. They also received statistics broken down by school for several supports provided by the departments including college applications, number of students discussed during the team meetings, students receiving accommodations through 504 plans, hospitalizations, students on free and reduced lunch, and students approved for Special Education services.

Ms. Lemanski and Mr. Farson noted that the work of their departments is intensifying with more and more students needing their services. Their challenge is to continue to work together to build an arsenal of weapons to use to help the students who are struggling and continue to provide excellent post-secondary information, resources, and guidance so students can be successful in the next step.

Print Shop Review

Dave Zager provided a chart that summarized the comparison between the costs of current state vs. outsource vs. in-house combined. He noted that the costs have been as projected and that both districts have been satisfied with the levels of service, the quality of the work, and the turn around time. He recommended that the program continue and indicated that no Board action is necessary since the intergovernmental agreement has a continuation clause unless a 60 day notice of termination is given.

The following items were presented on the Consent Agenda:

1. Human Resources

Appointment – Administration

Melissa Hampton, July 1, 2012, PSAC, Dir of Professional Learning

Malee Farmer, July 1, 2012, PSAC, Dir of Research and Analytics

Retirement – Certified

Melody Sikula, May 29, 2012, Scott, Second Grade

Resignation – Certified

Lori Jurjovec, May 29, 2012, Elmwood, Fifth Grade

Tony Schlorff, July 1, 2012, NCHS, Math

Reassignment To Certified

Kateleenn Hennessy, August 13, 2012, Elmwood, First Grade

Appointment – Certified (Full Time)

Kaitlyn Pajor, August 13, 2012, Elmwood, Third Grade
Kevin Molidor, August 13, 2012, NNHS, Learning Behavior Specialist
Anthony Colletti, August 13, 2012, NNHS, Learning Behavior Specialist

Appointment – Certified (Part-Time)

Howard Korn, August 13, 2012, WJHS, PLTW (66%), Project Lead The Way

Re-Employment – Certified (Part-Time)

Katherine Schwebe, August 13, 2012, NNHS, German (20%),

Leave Of Absence – Certified

Sara Robbins, 2012/2013 (full year), JJHS, Learning Behavior Specialist
Kathryn Lawler, 11/16/12 to 2/15/13, MJHS, PE/Health

Termination – Classified

James Logan, May 22, 2012, Buildings/Grounds, Maintenance

Resignation – Classified

Janet Jacobs, May 29, 2012, Steeple Run, Special Education Assistant
Leo Jarmusz, May 29, 2012, MJHS, Special Education Assistant
Lourdes Santos, May 29, 2012, ARECC, Special Education Assistant
Daniel Haavig, May 29, 2012, NCHS, Campus Supervisor

Employment – Classified

Steven Brown, August 15, 2012, KJHS, Special Education Assistant
Joseph O’Connor, August 15, 2012, Ellsworth, Computer Support Associate
Heather Donnary, July 31, 2012, NNHS, Health Technician

2. Resolution No. 1206-01 Directing Employee Discipline/Remediation Plan As Discussed In Closed Session

3. Notice To Remedy Issued Pursuant To Section 24-12 Of School Code 105 Iles 5/24-12 As Discussed In Closed Session

Fielden made a motion to approve the Consent Agenda, items 1 – 3 as presented. Price seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Price, Romberg, Jaensch, Dennison, and Fielden. The motion carried.

Discussion
Without Action

2012 – 2013 Budget

Dave Zager noted that Springfield passed a budget. Implications for the District are:

- General State aid is a little higher
- Proration is a little higher
- Early Childhood Grant reduced from what was budgeted

Mr. Zager noted that the Board received a copy of the Budget and that it is balanced. The Board also received the Financial Projection. The purpose of the projection is to look at the operations that we have in place and extend them to the future using assumptions. He indicated that caution should be used as the variance in the projections increases each year with changes in assumptions. He demonstrated how different assumptions impact projections going forward. He noted that he included a range of projections due to the uncertainty (especially as to State funding and pensions). He included favorable and unfavorable scenarios for a balanced outlook. He suggested that there are options available to the District and ways to cope with different options to help keep the budget balanced.

Mr. Zager offered to answer any Board member questions by phone or email prior to the June 18 meeting. The Board will receive a letter from the Finance Committee with their recommendation regarding the 2012 – 2013 Budget. The Board will be asked to approve the 2012 – 2013 Budget at the June 18, 2012 Board of Education meeting.

2013 Graduation Date

Dan Bridges noted that last week he met with the principals, athletic directors, and deans of student activities from both high schools for the purpose of addressing a short term concern about the 2013 Commencement date on the approved school calendar. They also discussed establishing a guideline for scheduling graduation in the future.

The date for Commencement in 2013 is set for Saturday, May 28, 2013 with a rain date of Sunday, May 29, 2013. The Saturday date has potential conflicts with high school students participating in at least seven athletic events, mostly sectional or regional finals. The Administration is requesting that the Board consider moving Commencement to Monday, May 20, 2013 with a rain date of Tuesday, May 21. There are some potential conflicts with this date as well; however, there is more flexibility with these conflicts. There is a Board meeting scheduled Monday, May 20 that would have to be moved, and there is a Boys Volleyball conflict that can be resolved. Additionally, underclass finals would have to be taken into consideration and flexibility given to those students who attend the graduation.

The long term scheduling of graduation discussion centered around the use of the IHSA calendar as a guide for scheduling events. Athletics is not intended to drive the development of the school calendar, but many students participate in athletics. IHSA uses a standardized calendar that establishes start and end times for its athletic events and activities. The season always begins the first full week of July. It was recommended that graduation never be established prior to week 47 of the IHSA calendar.

Holding graduation following underclass finals was considered, but that is the date of State Track and Field finals.

Mr. Jaensch asked if there were any Board objections to moving the date of commencement to Monday, May 20, 2013 with a rain date of Tuesday, May 21. There were no objections. Mr. Bridges was directed to make the appropriate changes and make communication arrangements.

Phase 1 High School Boundary Update

Early in boundary review process we made a commitment to students going into 8th grade that they would not change high schools. According to IHSA Participation By-Laws these students would not be eligible to participate in athletics. Mr. Bridges explained the following recommended changes and noted that the Board will be asked to vote on the recommendation at its June 18, 2012 Board of Education meeting:

- Make high school boundary change for 2013 – 2014 consistent with elementary and junior high school change already approved by the Board of Education.
- Transition students entering 8th grade in 2012 to new high school assignment.

- Eliminate choice area for 310029 East Moser Highlands – assign to Kennedy/Central.
- Allow currently enrolled high school students to finish at the high school they attend.
- Siblings that enroll while a currently enrolled older sibling still is attending may follow sibling, but transportation ends when the older sibling exits.

Self-Funded Medical Plan

Mr. Zager reported 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).

Should the Board adopt the recommendations of the committee, 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. The Board will be asked to vote to approve the changes at the June 18 Board meeting.

Old Business None

New Business None

Upcoming Events Monday, June 18, 2012, Board of Education Meeting
 Wednesday, July 4, 2012, Independence Day Holiday
 Monday, July 16, 2012, Board of Education Business Meeting
 Monday, August 6, 2012, Closed Session for Personnel Review
 Friday, August 10, 2012, New Teacher Breakfast
 Monday, August 20, Board of Education Business Meeting
 Mr. Bridges is considering holding an event for all teachers prior to the beginning of school. More information to follow.

It was requested that we consider other companies for comparative data prior to approving a contract with Energy Education.

Adjournment Dennison made a motion to adjourn at 9:40 p.m. Crotty seconded the motion. A unanimous voice vote was taken.

Approved June 18, 2012

Michael Jaensch, President
 Board of Education

Ann N. Bell, Secretary
 Board of Education