

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  
MARCH 8, 2010 AT 7:00 P.M.

- Call to Order President Mike Jaensch called the meeting to order at 6:07 p.m. Board members present: Suzyn Price, Mike Jaensch, Dave Weeks, Jim Dennison, Susan Crotty, Terry Fielden, and Jackie Romberg.
- Administrators present were: Mark Mitrovich, Superintendent of Schools; Melanie Raczkiewicz, Associate Superintendent for Operations; Dave Zager, Assistant Superintendent for Finance; Carol Hetman, Chief Human Resources Officer; Dick Howard, Human Resources Director. Also present was Robb Cooper, Ottosen, Britz, Kelly, Cooper, & Gilbert, LTD.
- Closed Session Fielden moved, seconded by Dennison to go into Closed Session at 6:07 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)
- Open Session Fielden moved, seconded by Price to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Crotty, Romberg, Jaensch, Dennison, Weeks, Fielden and Price. No: None. The motion carried unanimously.
- Attendance Board Members present were: Susan Crotty, Suzyn Price, Jackie Romberg, Mike Jaensch, Dave Weeks, Jim Dennison and Terry Fielden
- Administrators present: Mark Mitrovich, Superintendent of Schools; Melanie Raczkiewicz, Associate Superintendent for Operations; Kitty Ryan, Assistant Superintendent for School Services and Programs; Tim Wierenga, Assistant Superintendent for Instruction; Kathy Klees, Assistant Superintendent for Curriculum and Staff Development; Dave Zager, Assistant Superintendent for Finance; Dave Chiszar, Director of Assessment; Nina Menis, Director of Community Relations; Carol Hetman, Chief Human Resources Officer; Rich Fiore, Director of IT Infrastructure; and Ralph Weaver, Director of Facilities & Construction.
- Student Ambassadors Absent: Sam Lai, NNHS and Brendan Montgomery, NCHS
- Pledge of Allegiance Mr. Jaensch led the Pledge of Allegiance.
- Agenda Change Mr. Jaensch proposed that the NUEA Contract presentation take place before Public Comments. The Board vote on the proposed contract will take place after Public Comments. There were no objections from Board members.
- NUEA Superintendent Mitrovich began the discussion by stating that although actual

Contract  
Presentation

negotiations have only been going on for a short time, preparation discussions between the NUEA and the Administration have been taking place for some time. He complimented both sides of the negotiations and noted that the sincerity, concern, and genuine care about what is best for the long term of the school District were quite evident in these negotiations. There were three primary goals of these negotiations.

1. A fiscally responsible contract. Both sides were acutely aware of the economic climate.
2. Clarification of contract language to bring into agreement what is current practice within the District.
3. The formation of a joint Professional Development Committee which will study and create a restructured salary schedule that rewards teachers for professional development and competency.

In explaining some of the terms of the proposed contract, Superintendent Mitrovich noted that the cost to taxpayers is less than 1% per year. He also noted that the District's balanced budget will extend for at least five years into the future, and we will not have to announce large layoffs. The Professional Development committee is a significant move. It will be comprised of six NUEA members and six administrators who will work together over the next several months to figure out a new model of what works best for the people in this District. They will report back to the Board by June, 2011. In conclusion he expressed pride in the sincere best efforts of those who were involved in accomplishing the three primary goals.

Public  
Comments

David Shaftman noted that he is happy about the presentation he just heard. As a volunteer in the District for many years, he has seen first-hand how vital the teachers are to the District and that it is important to recognize their loyalty.

Thom Higgins, representing QE203, noted that the expectation is that the Districts financial responsibility does not exceed its revenues. He is not in favor of some aspects of the proposed contract; however, he also is aware that negotiations involve compromise. It is notable that the contract is part of a sustained budget, and he is grateful to be in our District.

Discussion  
With Action

Naperville Education Unit Association (NUEA) Contract

Fielden made a motion to approve the contract with the NUEA as presented. Dennison seconded the motion.

Board members expressed their opinions, both pro and con regarding the terms of the proposed contract. There is general agreement that the formation of the Professional Development committee to review and restructure the teachers' salary schedule is an important educational and fiscal reform. Several Board members complimented the professionalism displayed by both sides in the negotiations.

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

Following the vote, Dave Griffith, NUEA President, expressed his gratitude for the administrations' support in the agreement. He noted that the negotiations were comparatively short, but intense in nature, and he thanked the negotiators for listening to each other and working in productive ways to solve the problems.

Adjournment Romberg moved to adjourn the meeting at 7:40 p.m. Crotty seconded the motion. A voice vote was taken. Those voting yes were: Crotty, Price, Dennison, Jaensch, Fielden, Weeks and Romberg. No: None. The motion carried unanimously.

Approved March 15, 2010

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Mike Jaensch, President  
Board of Education

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Ann N. Bell, Secretary  
Board of Education