

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  
JANUARY 24, 2011, 2010 AT 7:00 P.M.

- Call to Order President Mike Jaensch called the meeting to order at 6:05 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 Raczkiewicz, Associate Superintendent for Operations; Carol Hetman, Chief Human Resources Officer; and Dave Zager, Assistant Superintendent for Finance.
- Closed Session Dennison moved, seconded by Crotty to go into Closed Session at 6:05 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. Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal. 5 ILCS 120/2(c)(11).
  3. Student Disciplinary Cases 5 ILCS 120/2(c)(9).
  4. 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 Romberg to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Crotty, Fielden, Dennison, Romberg, Jaensch, Price and Weeks. No: None. The motion carried unanimously.
- Roll Call Board Members present were: Mike Jaensch, Susan Crotty, Dave Weeks, Jackie Romberg, Jim Dennison, Suzyn Price and Terry Fielden.
- Student Ambassador present:  
Sam Lai, Naperville North High School  
Jake Karl, Naperville Central High School
- Administrators present: Mark Mitrovich, Superintendent of Schools; Melanie Raczkiewicz, Chief Operating Officer; Kathy Duncan, Chief Academic Officer; Kitty Ryan, Assistant Superintendent for School Services and Programs; Kathy Klees, Assistant Superintendent for Curriculum and Staff Development; 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.
- Pledge of Allegiance Dick Allen, Principal of Ellsworth Elementary School introduced the following students who led the Pledge of Allegiance: Kate Fister, Aiden Barnes, Xzavier

and Shiann Everett.

Recognition National Board Certified Teachers  
Congratulations to the 2010 National Board Certified Teachers. National Board Certification, by the National Board for Professional Teaching Standards, is one of the most prestigious credentials a teacher can earn. Those who achieve the status of National Board Certified Teacher have met rigorous standards through intensive study, expert evaluation, self-assessment and peer review. To date, about 90 teachers, who are currently employed by District 203, have earned National Board Certification; they join 82,000 teachers throughout the country who have achieved this mark of excellence.

The leaders of the cohort for mentoring are: Ann Schinske, Lynn Henz, Susan Parkhurst, David Carroll and Cathy Kaduk.

Tonight we welcome the following 14 new NBCTs:

Linda Bennett, NCHS, AYA/Science

Lauren Burns, Maplebrook, EC/Generalist

Suzy Flack, Naper, ECYA/Exceptional Needs Specialist

Leslie Free, NCHS, AYA/Math

Pam Kelly, Naper, EMC/Literacy - Reading/Language Arts

Judith Kernkamp, Highlands, EMC/Literacy - Reading/Language Arts

Tony Kresl, Highlands, MC/Generalist

Karen Leffelman, Highlands, EMC/Literacy - Reading/Language Arts

Rosa McCormick, Beebe, EMC/English as a New Language

Diane Sherry, NCHS, AYA/Science

Matthew Sniadecki, Jefferson, EA/English - Language Arts

Elida Vandenberg, Highlands, EMC/Literacy - Reading/Language Arts

Theresa Welcker, Maplebrook, EMC/English as a New Language

Gwendolyn Wells, NCHS, AYA/Career and Technical Education

Public Comments Bill Bien, representing the Sister Cities Commission, informed the Board about an upcoming competition for student artists ages 13 – 18 sponsored by the Sister Cities Commission. He invited them to the awards ceremony on Saturday, March 26, 2011, 9:00 – 12:00 noon.

Student Ambassadors Report Jake Karl, Naperville Central High School reported:

- Daddy/Daughter dance was last weekend. Everyone had fun.
- Mother/Son brunch is coming up. These two events are highlights at this time of the year.
- Mr. NCHS is in February. Contestants have been chosen and they are working on their acts.
- First annual “Shindig in the Barn”, an informal dance held at school and sponsored by the Junior Class, is coming up.
- Construction – the music section is complete and looks nice.

Sam Lai, Naperville North High School reported:

- Not much happening now, but a lot coming up this semester
- Dance team qualified for and are going to State
- North/Central girls basketball game is tonight
- GSA Winter Conference is coming up.

- Jazz band and ensemble came in second at the North Shore Jazz Contest
- Upcoming Events: Spring Dance, Air Band, Spring Blood Drive, Orchesis
- Tonight the film “Race to Nowhere”, a documentary about pressure on high school students, is being seen at NNHS. There will be panels after the show to discuss the meaning of the movie.

Written Freedom of Information Requests:  
Communication None

- Superintendent/  
Staff/School  
Reports
- Superintendent Mitrovich noted that three administrators attended the Martin Luther King Birthday observance at Benedictine University last Monday. It was an excellent function, and he encouraged more people to attend next year.
  - Charlotte Bunce, Language Arts teacher at KJHS, won the Office Max Teacher Innovator of the month award. When the surprise happened, four classroom walls were open so many students were able to join in the celebration.
  - Several people from the District attended the Mayor’s State of the City speech this morning. It re-emphasized that this is a great community and one of the main reasons is the school districts.
  - We are using a search firm to find qualified candidates to take on the challenges of the Assistant Superintendent for Student Services and Special Education position when Kitty Murphy retires.
  - At NCHS carpet is going in the second and third floors of the North Addition. The math classes will begin to move in prior to spring break with the remainder moving in over spring break. Demolition of the old library area and old math area will take place over spring break. Mr. Fielden noted that the bottle neck will go away once the old library is torn down and the North Addition is open for student occupancy.

#### Financial Update

Dave Zager reported that CPI was set at 1.5% for 2010 which is more favorable than expected. The State income tax increase should improve our projections going forward. Mr. Zager will propose a debt service levy abatement option to the Board for consideration next month.

President’s  
Report

Mr. Jaensch read the following statement:  
This is a very difficult task for me and I do not take it lightly. As Board members, we are elected officials and ultimately answer to our constituents. Having said that, we also need to work within a defined set of rules and shared values if we are to be effective. When a Board member steps outside of these norms and values, we have very little recourse.

In my opinion, when there are issues, private discussions and admonishment are the first step, and are clearly preferable. However when such private conversations do not seem to have any effect, the Board is forced to take public action.

When the majority of the Board believes that a member is acting inappropriately (and possibly exposing the Board to liability) and does not

respond to private conversations, and the unacceptable behavior happens again and again, I believe that we as a Board must let not only that Board member, but also let the entire community know that unacceptable behavior will not be tolerated without consequence.

As a Board we deal with a multitude of important issues, the vast majority of which are dealt with in the bright light of public discourse. All budget and policy decisions are discussed and voted on in public, and that is how it should be. However certain very limited areas may be discussed in closed or executive session. Among these are negotiations with our employees, pending real estate and legal actions, and perhaps most importantly, individual student and employee discipline and employment matters.

Sometimes these matters are discussed behind closed doors because of strategy reasons, for example negotiations, legal, and real estate matters. But often, we have to deal with sensitive and difficult employee and student issues. When we do, we are constrained by law, and just as importantly, common sense, respect, and courtesy, from discussing these personal matters in public.

What I believe we have here is a pattern of abuse of what is an implied, and sometimes legally mandated, requirement for discretion, specifically when it deals with an individual employee's right to privacy.

Ironically, because we value every employee's right to privacy so much, we cannot list the specific violations that have brought us to this unfortunate point in time. All I can ask the community to do is understand that I and my fellow Board members do not take this lightly, and whatever the vote might be, those who vote to support the following motion do not do so without careful and deep reflection.

So, without further ado, I hereby move that:

Board Member Dave Weeks be censured for his pattern of violating the confidentiality of closed session by sharing discussions, information, and deliberations that all participants understood were to be confidential. While past indiscretions have included the admitted leaking of discussions regarding contract negotiations and pending real estate matters, the key item this Board will not tolerate is the inappropriate discussion of personnel matters.

In addition to this censure, the Board of Education states that it strongly condemns the release, discussion or allusion to personnel matters discussed in closed session and holds that Mr. Weeks is solely responsible for any potential liability as a results of his actions.

Romberg seconded the motion. A roll call vote was taken. Those voting yes: Price, Romberg, Dennison, Fielden, Crotty, and Jaensch. Abstain: Weeks. The motion carried.

Board of  
Education  
Reports

Mr. Fielden noted that 425 tickets have been sold for the upcoming Naperville Education Foundation event Yuks for Youth.

Board Facilities  
Sub Committee  
Update

Monthly  
Reports

- Treasurer's Statement – The Board received the November Treasurer's Statement
- Investments – The Board received the November Investment Report as well as an additional Cash and Investment Report.
- The Board received the January Insurance Report
- Budget – The Board received the January Budget Reports

Action by  
Consent

The following items were presented on the Consent Agenda:

1. Bills and Claims from Warrant #353063 through Warrant #353982 totaling \$25,600,848.66 for the period of December 21, 2010 through January 24, 2011.

2. Minutes: 12-20-2010, 1-10-11

3. Personnel January 2011

**Resignation – Administration**

Elizabeth Martinez, June 30, 2011, Beebe Elementary, Principal

**Reassignment – Administration**

Chuck Freundt, July 1, 2011, Beebe Elementary, Principal

**Resignation – Classified**

Janet Dominguez, January 10, 2011, Transportation, Bus Driver

**Employment – Classified**

Sheryl Murray, January 10, 2011, LJHS, Clerical Assistant

Michael Niederman, Fill LOA January 24, 2011, WJHS, Special Education Assistant

4. Student Discipline as Discussed in Closed Session

5. Bid: KJHS Mechanical Work

6. Bid: WJHS Building Entrance Renovation Work

7. Bid: NNHS Food Lab Renovation

8. Bid: JJHS Exterior Renovation Work

2. Romberg made a motion to approve Bills and Claims from Warrant #353063 through Warrant #353982 totaling \$25,600,848.66 for the period of December 21, 2010 through January 24, 2011 and all other items on the Consent Agenda 1 through 8. Fielden seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Price, Dennison, Weeks, Fielden, Romberg, and Crotty. No: none. The motion carried.

Discussion  
With Action:

2011 – 2012 and 2012 – 2013 School Calendars

Superintendent Mitrovich noted that he going back to the original recommendation of the Calendar Committee for Draft 1 of the 2011 – 2012 calendar. Past practice in the District has been to convene a calendar committee annually. However, the calendar should be something that is dependable and well known in advance for planning events without waiting for this committee cycle to go forward. We owe it to ourselves, staff and families to bring some consistency to the calendar by setting a start day, like the third Wednesday in August. Board members made comments about their preferences for various options about calendars. The suggestion of surveying the community will be

brought up again later in the meeting under New Business.

Price made a motion to approve Draft #1 2011 – 2012 and Draft #1 2012 – 2013 school calendars. Dennison seconded the motion. A roll call vote was taken. Those voting yes: Weeks, Dennison, Romberg, Price, and Fielden. No: Jaensch and Crotty. The motion carried.

Second Reading Policy No, 5.10, Equal Employment Opportunity

Price made a motion to approve the proposed Policy No. 5.10, Equal Employment Opportunity as presented. Weeks seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Dennison, Weeks, Jaensch, Crotty, Price, and Fielden. The motion carried.

Second Reading Policy No. 5.20, Sexual Harassment

Price made a motion to approve the proposed Policy No. 5.20, Workplace Harassment as presented. A roll call vote was taken. Those voting yes: Crotty, Fielden, Romberg, Weeks, Jaensch, Dennison, and Price. The motion carried.

Bid: HVAC Equipment for NNHS Pool Renovation

Mr. Weaver noted that this is a long lead item bid, therefore it is before the Board now. Other bids for the NNHS pool renovation will be presented for approval in February.

Fielden made a motion to approve the bid for HVAC Equipment for NNHS Pool Renovation as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Price, Dennison, Romberg, Fielden, Weeks, and Crotty. The motion carried.

Summer School Proposal

Price made a motion to approve the Summer School Proposal as presented. Fielden seconded the motion. A roll call vote was taken. Those voting yes: Dennison, Weeks, Fielden, Romberg, Jaensch, Crotty, and Price. The motion carried.

Discussion

Without Action

2011 – 2012 Textbook Adoptions

Tim Wierenga noted that every year the curricular teams evaluate textbooks and novels in the fall and submit recommendations for adoption to the BOE in January. Each recommended textbook/resource has been evaluated by the K-12 curriculum committee using the criteria established that aligns with outcomes/objectives. He reviewed the textbooks in the recommendation noting that there is nothing that stands out as controversial, but encouraged the Board to review the books. Board member questions about the life span of books and the use of ebooks were answered. The textbooks will be placed on display at Nichols Library, Naper Boulevard Library and the Administrative Center until the Board of Education business meeting on February 22 when the Board will vote on the adoption of the books.

Old Business

New Business

Mr. Jaensch recommended that a resolution be developed to task the Administration after the start of the fall semester, but before the winter break, to do a comprehensive thorough calendar survey of the community as wide open and open ended as possible. There was discussion about using care to

structure the questions in the survey. It was suggested that since we have calendars for the next two years in place, there is no urgency to get a survey out and Superintendent Mitrovich will bring this issue back at a later date when the data will be pertinent.

- Upcoming Events
- Board Candidate Information Night, Wednesday, February 9, 2011, 7:00 p.m. at the Administration Center will be added to upcoming events.
  - Yuks for Youth, Saturday, January 29, 2011, 7:00 p.m., Wentz Hall, North Central College
  - Board of Education Meeting, Monday, February 7, 2011, 7:00 p.m. Administration

Adjournment Fielden moved to adjourn the meeting at 8:27 p.m. Crotty 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 February 22, 2011

---

Mike Jaensch, President  
Board of Education

---

Ann Bell, Secretary  
Board of Education