

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  
MARCH 7, 2011 AT 7:00 P.M.

Call to Order President Mike Jaensch called the meeting to order at 6:00 p.m. Board members present: Mike Jaensch, Susan Crotty, Dave Weeks, Jackie Romberg, Suzyn Price and Jim Dennison. Terry Fielden arrived at 6:15 p.m.

Administrators present were: Mark Mitrovich, Superintendent of Schools; Melanie Raczkiewicz, Associate Superintendent for Operations; Carol Hetman, Chief Human Resources Officer; and Dave Zager, Chief Financial Officer.

Closed Session Price moved, seconded by Dennison to go into Closed Session at 6:00 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 Crotty moved, seconded by Fielden to return to Open Session at 7:05 p.m. A voice vote was taken. Those voting Yes: Price, Fielden, Crotty, Dennison, Romberg, Jaensch and Weeks. No: None. The motion carried unanimously.

Roll Call Board Members present were: Mike Jaensch, Susan Crotty, Terry Fielden, Dave Weeks, Jackie Romberg, Suzyn Price and Jim Dennison.

Student Ambassadors absent:  
Sam Lai, Naperville North High School  
Absent: 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.

Public Comments None

Consent Agenda Personnel  
**Employment - Classified**  
Michael Mongolis, March 18, 2011, NNHS, Music Assistant  
**Extended Leave of Absence – Classified**  
Jusuf Tairi, February 18, 2011 to March 14, 2011, WJHS/Highlands Custodian

**Amendment in Closed Session:  
Retirement of an Administrator**

Melanie Raczkiewicz, Chief Operating Officer, June 30, 2011

Fielden made a motion to approve the Personnel items on the Consent Agenda as amended in Closed Session. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Dennison, Weeks, Romberg, Jaensch, Price, Crotty and Fielden. No: None. The motion carried.

Agenda Items

Update – Committee for Professional Innovation

Carol Hetman noted that this committee was formed as an outgrowth of the contract negotiations with NUEA last summer. It is comprised of six administrators and six NUEA members. They are: Mark Bailey, Kathy Duncan, Carol Hetman, Dan Iverson, Kevin Pobst, Melanie Raczkiewicz, Marissa Rakes, Victoria Ross, Susan Stuckey, Jeffrey Van Harlingen, Lisa Wisinski and David Zager. The monthly meetings are facilitated by Gretchen Weber, a consultant with Compensation Innovations, a Naperville-based company. The committee is charged with considering new and improved ways to develop, implement, and reward professional growth opportunities. Mrs. Hetman described the work that has been done since the committee convened in July 2010. They have considered nationwide examples and best-practice research and are working on a draft model that represents an enhanced process for engaging in professional development and growth opportunities as well as considerations for how these opportunities may be rewarded in the future. The committee will follow-up with the Board of Education by reporting on their work inclusive of recommendations for future work of the committee in June 2011.

Graduate Survey

Dave Chiszar noted that in an effort to better understand how well the District has prepared students for their futures, surveys are being administered to seniors at the time of their graduation, 18 months and five years after graduation. The first group, the class of 2010, will receive their 18 month survey in December. The data gathered will be more meaningful year after year in determining student readiness for college and careers. The survey is voluntary and the response rate has been good. The schools have done a nice job of helping students take the survey. Mr. Chiszar highlighted some of the questions and explained the percentage responses. Going forward, eighth grade students will also be surveyed to obtain junior high school baseline exit data.

Update on District and Superintendent Goals

Dr. Mitrovich noted that on an annual basis, District goals are set. As an outgrowth of work done at the summer administrative retreat, actionable initiatives were developed. A website linked to the District website is being developed to track District goals and initiatives over an extended period of time. It is a work in progress that will give information around major areas of the District. The website will spell out initiatives within each major area, track what has been completed and offer a timeline for future completion. Updating will be done by the different departments. The website will be easy to navigate and there will be a loop built in to provide feedback from those who are interested. The goal is to add much more detail and have it completed by the

end of this year to go live in summer. It was noted that this instrument will be used for the Superintendent's review.

- Discussion  
Without Action      2011 – 2012 High School Course Fees  
Melanie Raczkiewicz noted that this is the first reading of the High School Course Fees that are reviewed and approved on an annual basis along with the General and Optional fees that were approved at the last meeting. There are very few changes and they are noted in bold. The goal for next year is to align the fees at the high school level so there is one fee schedule that covers both schools. The Board will be asked to approve the fees at its March 21 meeting.
- New Business      Dr. Mitrovich announced that Melanie Raczkiewicz is planning to retire at the end of the school year. She has offered to do everything she can to provide a smooth transition for her successor.
- Upcoming  
Events
  - Sister Cities Young Artists Showcase Saturday, March 26, 2011, 9:00 a.m. – 12:00 noon, Municipal Center.
  - IASB DuPage Division Spring Dinner, NCHS, Thursday, March 10, 6:00 p.m.
- Adjournment      Dennison moved to adjourn the meeting at 8:30 p.m. Crotty seconded the motion. A voice vote was taken. Those voting yes were: Dennison, Crotty, Weeks, Fielden, Romberg, Price and Jaensch. No: None. The motion carried unanimously.
- Approved      March 21, 2011

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Mike Jaensch, President  
Board of Education

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Ann Bell, Secretary  
Board of Education