

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  
FEBRUARY 6, 2012, AT 7:00 P.M.

Call to Order President Mike Jaensch called the meeting to order at 5:05 p.m. Board members present: Mike Jaensch, Jackie Romberg, Susan Crotty, Terry Fielden, Suzyn Price, Dave Weeks, and Jim Dennison.

Administrators present were: Mark Mitrovich, Superintendent of Schools; Carol Hetman, Chief Human Resources Officer; and Dave Zager, Assistant Superintendent for Finance; Dan Bridges, Assistant Superintendent for Secondary Education.

Closed Session Crotty moved, seconded by Price to go into Closed Session at 5:05 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. The purchase or lease of real property owned by the District 5 ILCS 120/2(c)(5).
3. Student Disciplinary Cases 5 ILCS 120/2(c)(9).

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

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

Administrators present: Mark Mitrovich, Superintendent of Schools; Tim Wierenga, Assistant Superintendent for Teaching and Learning - STEM; Kitty Ryan, Assistant Superintendent for Elementary Education; Roger Brunelle, Chief Information Officer; David Zager, Chief Financial Officer; Susan Rice, Director of Communications; Dan Bridges, Assistant Superintendent for Secondary Education; Carol Hetman, Chief Human Resources Officer.

Public **Barb Vetter – Meadow Glens**

Comments Noted that the Enrollment Capacity Study began by trying to solve the overcrowding at Mill Street and Beebe. Surveys have been done in the past for things like dual language and school calendar, but there has not been any kind of survey for all day kindergarten. She noted that parents just want to be asked. She respectfully asked that the committee have at least one map scenario that does not include all day kindergarten but solves the overcrowding.

Superintendent **Diversity Task Force**

Staff School Dick Howard, Human Resources Consultant, indicated that initially there was a task force that met to begin planning. Following that meeting, an email went out to all staff inviting them to attend an informational/sharing meeting. There are over 83 staff plus administrators and two Board members that are willing to participate in the five strands that are being developed. The five strands are:

Teaching & Learning, Recruiting & Retention, Culture of Inclusion, Staff Development, and Communication. There was an all inclusive meeting this afternoon. In the next 2 ½ weeks, the five strands have been asked to meet individually and come back together on February 23 to report their work. The steering committee will coordinate the efforts of the five sub committees to prioritize needs and develop a plan of very well defined initiatives that will lead to action. There will be a presentation to the Board in May. It was suggested that Caucasian staff also be included on the committee.

### **Information Technology Department Update**

Roger Brunelle gave an update on the Information Technology department. He noted that the iT Mission is to enable the NCUSD 203 Mission by providing: “World class innovative technologies and stellar service in an effective and efficient manner.” He explained the organization chart. He noted the four focal areas: provide NCUSD with stellar technology services, operate effectively and efficiently, position NCUSD for the future, and deliver innovative and enabling technologies. He went into detail regarding how each of the focal areas relates to the four IT strands: Infrastructure, district applications, instructional technologies, management and governance. He reviewed the goals of each member of his leadership team and explained how each of their goals relates back to the focal areas. He noted the key endeavors and explained each in detail. They are:

- Establish iT203 identity
- Create consistent and repeatable processes
- Create a metrics driven decision making process
- Develop organizational strengths
- Create a customer focused service approach
- Transform key district applications
- Enhance classroom technology integration
- Developed innovative technologies
- Enhance district technology infrastructure

He explained detailed mapping of the focal areas to the information technology strands and explained score cards that have been developed in each of the IT strands to keep track of all projects.

### **Innovation Management**

Roger Brunelle noted the definition of Innovation: To introduce something new, create, transform, modernize, initiate new ideas and opportunities. He stated that the District has many sources for new ideas and he has worked with several departments within the District to create a process that improves how we foster innovations. The process identifies, evaluates, prioritizes, funds and prototypes new innovations. It is a clear and consistent method for the District to embrace and capitalize on innovations. An application is evaluated by a team for alignment to District goals and objectives. A full understanding of costs and benefits will be measured. If the idea meets criteria, it will be funded as a pilot initiative. When the pilot concludes, a team will review and discuss the benefits and implications. If it is approved for implementation, it is submitted for the next year’s budget. If a request is not approved for implementation, it might go back for revisions and re-submittal. Mr. Brunelle suggested that there be a budget line of \$200, 000 to \$250,000 for innovation. He noted that the

review team will be expanded for broader representation and a call for innovations will be sent out. It was suggested that a timeline be set up.

Action By  
Consent

The following items were presented on the Consent Agenda:

**1. Personnel**

**Retirement – Administration**

Marty Bee, June 12, 2012, NCHS, Athletic Director

JeanE Kloepper, June 5, 2012, Scott, Asst. Principal

**Retirement – Certified**

Wendy Haidinyak, May 29, 2012, Ellsworth, Reading Specialist

Maria Vasich, May 29, 2012, Ellsworth, Social Worker

Martha Yonikus, May 29, 2012, Elmwood, Social Worker

Susan Feret, May 29, 2012, Elmwood, Gifted

Mary Jane Cunningham, May 29, 2012, Kingsley, First Grade

Jean Guenther, May 29, 2012, Kingsley, Third Grade

Patricia Schmitt, May 29, 2012, Kingsley, Fifth Grade

Pamela Choate, May 29, 2012, LJHS, Math

Arthur Foley, May 29, 2012, KJHS, Music

Barbara Hubbard, May 29, 2012, KJHS, LBS

Art Schlumpf, May 29, 2012, KJHS, Math

Janet Mandell, May 29, 2012, LJHS, Science

Terese Smith, May 29, 2012, LJHS, Science

Elise Crowell, May 29, 2012, Maplebrook, Fifth Grade

James Ronan, May 29, 2012, Mill Street, Fourth Grade

Michele Ryan, May 29, 2012, Mill Street, Band

Leitha Walling, May 29, 2012, Naper, Art

Lisa Antonio, May 29, 2012, NCHS, Band

Kathleen Betterman, May 29, 2012, NCHS, German

William Hughes, May 29, 2012, NCHS, Physical Education

Rena Scarpino, May 29, 2012, NCHS, Spanish

Beverly George, May 29, 2012, NNHS, Chemistry

Thomasina Johnson, May 29, 2012, NNHS, Guidance

Christine Langeneckert, May 29, 2012, NNHS, ELL

Gayle Olson, May 29, 2012, NNHS, Special Education

Timothy Ried, May 29, 2012, NNHS, Math

Jean Carson, May 29, 2012, Prairie, Second Grade

Charlene Behrends, May 29, 2012, River Woods, First Grade

Kathryn Quackenbush, May 29, 2012, Ranch View, First Grade

Marlene Ustian, May 29, 2012, Ranch View, Fourth Grade

Judy Patrick, May 29, 2012, River Woods, Music

Barbara Clarke, May 29, 2012, Scott, Fourth Grade

Karen Foley, May 29, 2012, Steeple Run, Music

**Resignation – Certified**

Lisa Jacoby, May 29, 2012, NNHS, Psychologist

**Revised Contract**

Michelle Konrad, January 9, 2012- May 29, 2012, NCHS, Communications  
100%

**Leave Of Absences – Certified**

Kristin Hill, 8/13/12 – 11/7/12, Mill Street, Kindergarten

Theresa Berdiel-Ceballos, 8/13/12 – 11/6/12, Beebe, Bilingual

**Termination – Classified**

Scott Speer, January 31, 2012, Transportation, Bus Driver  
Maureen Weber, February 2, 2012, Transportation, Bus Driver

**Employment – Classified**

Stephanie McVey, January 24, 2012, Mill Street, Project LEAP Tutor  
Pamela Ford, January 30, 2012, NCHS, Dean Secretary

**2. Student Discipline as Discussed in Closed Session**

Fielden made a motion to approve the Consent Agenda as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Dennison, Fielden, Romberg, Crotty, Price, Weeks and Jaensch. No: None.

Discussion  
Without Action

**Summer School Programming Options**

Mike Purcell, Assistant Principal at Washington Junior High School and Tim Wierenga highlighted the offerings for Summer School 2012 noting that the new directors are at the High School level Marc O’Shea – NCHS, and at the Junior High level Kevin Wojtkiewicz – Madison. Health techs or nurses will be employed by each Summer School and the fees in elementary summer school were raised \$10 per 90 minute session to align with tuition at the Junior High. They explained some of the offerings and indicated that registrations were pushed back slightly to the end of February instead of March. It was noted that the new Learning Management System will provide more flexible learning capabilities. The Board will vote on February 21.

**Project Lead the Way**

Brent Davis began the discussion by giving the history of the current applied technology labs. The labs were implemented during 1993 – 1996 using the Lab Volt System. The system is has reached the end of its usefulness since it is out of date and any support that might be available is very costly.

Tim Wierenga noted that with the increased rigor of Common Core Standards, the District began to review the Applied Technology program and change it to a more current and STEM focused program. Following visits to schools where the Project Lead the Way (PLTW) Middle School, Gateway to Technology (GTT) program had been implemented, the administration is recommending that the District adopt the PLTW GTT middle school curriculum. Mr. Davis read the mission statement: Project Lead The Way’s mission is to ensure that America succeeds in the increasingly high-tech and high-skill global economy by partnering with middle schools and high schools to prepare students to become the most innovative and productive in the world. The two year implementation cost of \$390,000 was discussed as well as necessary changes in the labs. The plan is to re-configure the current furniture to create individual work spaces instead of team spaces. More computers, large printers and storage units for small parts are included in the initial setup cost along with training a core group of teachers.

Julie Carlsen spoke about external funding opportunities, noting that the District is eligible to enter into a competition for a grant through the State of Illinois that the funds would be restricted to training and parts costs. She has been in discussions with the Naperville Education Foundation for potential support. Additionally, Motorola is accepting applications for an Innovation Generation Grant through March. Bison Gear has also expressed an interest in working with students with real world opportunities. One of the requirements of PLTW is to put together an advisory council to help partner with businesses.

Board comments were made and questions were answered. The Board will be asked to sign the agreement with PLTW at the February 21 Board meeting.

**First Reading Policy No. 5.112, Employee Code of Conduct**

Carol Hetman noted that there is a policy regarding ethics and the gift ban, but there has never been an employee code of conduct policy. The Board as well as students have a code of conduct policy. She has worked with the four unions on the different elements of the policy. She researched and consulted several sources to write the policy and it has been reviewed by legal counsel. She noted that the policy is divided into three sections: Responsibility to Students, Parents, Co-Workers, the Community and Others; Gifts, favors, entertainment, and payments given or received, and potential conflict of interest. Additionally within the policy is a way to report suspected improper activities. The policy still needs cross references and more legal input. The unions demanded impact bargaining since the policy could potentially change their contracts. There will be a meeting with the union representation and the Uniserv Director to discuss this issue. A Board member noted disappointment that the unions would demand to impact bargain. It was suggested that a paid service of a 1 800 number be looked into for reporting improper activities.

Discussion  
With Action

Old Business Board members will get their questions about all day kindergarten to Kathy Duncan so they can be addressed during the presentation on February 21. A request was made to review extended day and school year. It was noted that all day kindergarten and the enrollment capacity study are separate issues.

New Business

Upcoming Events

- The Business Partnership Entrepreneurship Forum on February 23 has been cancelled.
- Next Board of Education Meeting February 21, 7:00 p.m. at NCHS Auditorium. All day kindergarten and a Capacity Study report will be on the agenda.

Adjournment Dennison made a motion to adjourn at 9:15 p.m. Crotty seconded the motion. A unanimous voice vote was taken.

Approved February 21, 2012

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Michael Jaensch, President  
Board of Education

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Ann N. Bell, Secretary  
Board of Education