

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  
MAY 7, 2012, 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, Jackie Romberg, Susan Crotty, Terry Fielden, Suzyn Price, and Dave Weeks. Absent: Jim Dennison

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

Closed Session Fielden 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. The purchase or lease of real property for the use of the District 5 ILCS 120/2(c)(5).
3. Student disciplinary cases 5 ILCS 120/2(c)(9).
4. 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 7:36 p.m. A voice vote was taken. Those voting Yes: Crotty, Jaensch, Fielden, Weeks, Price and Romberg. No: None. The motion carried unanimously.

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

Administrators present: Mark Mitrovich, Superintendent of Schools; 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; Dan Bridges, Assistant Superintendent for Secondary Education; Carol Hetman, Chief Human Resources Officer; Julie Carlsen, Director of Community Relations; Jen Hester, Assistant Superintendent for Teaching and Learning.

Recognition **DECA State Champions**

Superintendent Mitrovich noted that DECA, founded in 1946, is a student organization that prepares emerging leaders and entrepreneurs for careers in marketing, finance, hospitality and management in high schools and colleges around the globe. It provides co-curricular programs that integrate into classroom instruction, applying learning in the context of business, connecting to business and the community and promoting competition. The DECA State Career Development Conference (SCDC) was held March 8 – 10 in Decatur, IL. Qualified state winners competed in Salt Lake City, UT April 28 – May 1.

Students from NCHS, sponsored by Christine Bell, that placed first at the State level in the competition are:

Rishi Kumar in the Automotive competition

Emily Zhen, Human Resources Management

Angie Neufeld and Nicole Pushka, Sports and Entertainment Marketing Team

Decision Making

Students from NNHS, sponsored by Carliss Harris, that placed first at the State level in the competition are:

Zachary Adcock, Principles of Marketing

Jack Carbonara, Food Marketing

Praneeth Tripuraneni, Business Services Management

Public  
Comments

None

Superintendent  
Staff School  
Reports

**TRS “Penalty” Fact Sheet for Naperville School District #203**

Dave Zager read the following statement:

1. It is not a penalty. It is calculated to cover the increased pension cost (over the entire retirement) of the compensation in excess of 6% over the prior year. The “6% excess compensation payment” is due if any year of the four years used for Final Average Salary exceeds 6% over the prior year – even if other years of the four are well below the 6% and offset the one year.
2. The District paid \$85,906 for 39 employees in 2009-10. The District paid \$62,060 for 35 employees in 2010-11.
3. A closer look at 2010-11:
  - a. The **\$62,060** paid in TRS contributions was due to a total compensation of **\$7,736.93** over the cap for all 35 employees – an average of **\$221** per employee.
  - b. Of the 35, 15 were over the 6% cap due to an increase in pay. The rest were over due to additional work – such as picking up a coaching job, bus duty, writing curriculum during the summer, etc.
  - c. TRS excess compensation contribution for these 15 employees was \$19,897 due to a total compensation of **\$2,313** over the 6% cap – an average of **\$154** each. **The District paid \$19,897 due to pay raises.**
  - d. The remaining \$42,163 (68% of the total paid to TRS) was extra pay for extra work.
3. The District cannot eliminate the TRS excess compensation payments. In fact, it will likely get worse:
  - a. We have no control over when a teacher retires and cannot retroactively reduce their pay in past years when they do retire.
  - b. We cannot prohibit any teacher who has the potential of retiring in

the next four years from being employed for any coaching duty, lunchroom duty, or other extra pay for extra work jobs. This would be age discrimination.

c. Currently, there are exceptions to the 6% cap. These include:

1. Teacher promotion to an administrative position requiring an administrative certification – for example from Teacher to Assistant Principal.
2. Teacher works an overload (teaching more class periods than the contract calls for).
3. Teacher teaches summer school.

d. All of the above exceptions will no longer be valid after June 30, 2013 (when our current contract expires) due to the State not renewing these exceptions during the Spring 2011 legislative session. This will be an additional, and significant, potential cause for a teacher to receive more than 6% total compensation over the prior year.

Board member questions were answered. There was discussion about what the exceptions mean, how they relate to the District and what can be done to figure out a way to control the costs in the future. There was a request from the Board for Dave Zager to inquire as to how our benchmark districts are handling this situation.

### **Calendar Survey Update**

Dan Bridges reported that earlier in the spring a calendar survey was conducted to gather information from parents, staff and students. The data collected was used to compare and contrast ideas and preferences about various elements of the school calendar and will be used in the preparation of the 2013 – 2014 School Calendar. There were about 3520 responses or almost 20% of households, 42% of staff and 7% of students. The responses were well distributed and representative. There was a strong preference to start school later in August to leave more time for summer commitments. Parents preferred that school end later in June and teachers and students preferred earlier in June. Mr. Bridges reviewed the timeline, noting that the calendar committee will have its first meeting on May 14. A draft of the calendar will be presented to the Board for review at the May 23 Business meeting. It will be presented to various stakeholders for review with Board action at the June 18 Board meeting.

Board questions were answered and it was noted that holding commencement on weekends in May often conflicts with college graduations. A suggestion was made that the District hold off on graduation until after school is out.

### **World and Classical Languages Update**

Kathy Duncan, Carrie Ray and Dr. Carl Falsgraf from the University of Oregon gave an update on where we are today with foreign language and what we are looking to do in the future.

Carrie Ray spoke about the current program and some things that have happened this year

- Shifting to standards based grading system

- Developed standards based on national standards
- Creating assessments that align to new standards

Dr. Falsgraf noted that next year the Stamp 4se National Assessment will be implemented. It is a computer adaptive test that gets easier if the student answers questions incorrectly and harder if they have the correct answers. The reason for this implementation is for program evaluation. It will give teachers the information they need to improve the program. He showed some examples of the format of questions on the test and noted that it was piloted before actual implementation.

Ms. Ray indicated that there is a need to tighten the alignment between junior high school and high school in order to have a successful language program. The data from the Stamp Test will be used in this effort and will also be used for student placement. A summer bridge course is being developed to help 8<sup>th</sup> graders entering high school. Articulation meetings will also be held between the junior highs and high schools and there will be professional days where junior high teachers are invited to come to the high schools and observe different level foreign language classes.

The Dual Language program is expanding from 3 to 5 elementary schools. There will be a 4<sup>th</sup> grade parent meeting to let them know what the students day will look like in 5<sup>th</sup> grade and to share a typical junior high schedule to compare with dual language students' schedule. Additionally, the parents will be informed that the District is already thinking about courses to be offered to 7<sup>th</sup> and 8<sup>th</sup> graders as well as high school.

The Stamp 4se test was taken by 3<sup>rd</sup> and 4<sup>th</sup> graders in April. We received the data for the reading and listening portions of the test and are waiting for the data from the speaking portion. The data will be given to the students in fall. Dr. Falsgraf noted that the initial review of the data looks good. He is planning to separate data from English and Spanish dominant students to compare their scores and use the information as a diagnostic tool for students.

Mimi Met is coming to the district for the week of September 10 – 14 to work with teachers and coordinators and review all the assessments.

An on-line survey will be administered to parents of incoming kindergarten students in May to determine community interest in foreign language at the preschool level. The data will come in June.

In developing an overall big picture Dr. Falsgraf read the following Vision Statement: Every Naperville graduate will be globally literate. A globally literate citizen is able to interact effectively with people from diverse backgrounds domestically and abroad using English and other languages. He went on to describe proposed programs at the K – 5 level: K – 5 English Plus and K – 5 English First, and at the 6 – 12 level: 6 – 12 English Plus and 6 – 12 English First. The proposed outcomes are limited professional proficiency and interactional proficiency. On line offerings from across the country would be sought to find proficient teachers in each language and each subject.

There was a discussion about students who have taken a language in 7<sup>th</sup> and 8<sup>th</sup> grade and are proficient in that language and then want to start high school at level 1. There has been an attempt to curb this practice, but sometimes it is the parents who don't feel that their child will be successful in high school starting in level 2. Ms. Ray noted that we will have the proficiency data through the assessments to prove their ability. It was noted that the high schools can find out if students who have already registered have signed up for the wrong class and adjust their schedules.

It was noted that the Dual Language program will be housed at Jefferson Junior High School since that is the home school for the majority of the students in the program. The main cost for the program will be transportation.

The next update to the Board will be given in July when all the assessment data and survey data has been analyzed.

Board members expressed their opinions about the importance of a global education for our students.

Superintendent Mitrovich noted that the Board anticipated having a report on CPI at this meeting but at the request of NUEA, the report will be postponed to June.

Superintendent Mitrovich thanked Hannah Olsen for her service as Student Ambassador from Naperville Central. She will graduate before the next meeting and he wished her well next year as she enters college.

The following items were presented on the Consent Agenda:

**1. Human Resources**

**Reassignment – Administration**

Lora Nowicki, August 6, 2012, Elmwood, Assistant Principal

Tracy Dvorchak, August 6, 2012, Meadow Glens, Assistant Principal

Nancy Van Ness, August 6, 2012, River Woods, Assistant Principal (50%)

Nancy Van Ness, August 6, 2012, Scott, Assistant Principal (50%)

Bob Ross, July 1, 2012, PSAC, Assistant Superintendent for Secondary Education

**Resignation – Certified**

Susan Hubbard, May 29, 2012, Special Education, ALOP Coordinator (1.0)

**Appointment – Certified (Full Time)**

Maria Graft, August 13, 2012, Beebe, Dual Language

Victoria Derybowski, August 13, 2012, Steeple Run, Music

**Revised Contract Pt To Ft**

Taylor Alperin, August 13, 2012, Maplebrook, Kindergarten

Jane Sterrett, August 13, 2013, Scott, Kindergarten

**Re-Employment – Certified (Part-Time)**

Susan Hubbard, August 13, 2013, Special Education, ALOP Coordinator, 50%

Grace Twietmeyer, August 13, 2013, NCHS, Math (20%)

Candy Smith, August 13, 2013, Mill Street, Kindergarten (50%)

**Leave Of Absence – Certified**

Karyn Manganello, 8/13/12 to 8/31/12, NCHS, Behavior Specialist  
Maura Guimon-Warren, 10/6/12 to 12/21/12, Special Ed/Vision Itinerant,  
River Woods

**Retirement – Classified**

Mary Watters, May 29, 2012, Transportation, Bus Driver  
Charlotte Fraley, May 31, 2013, Transportation, Bus Driver  
Karen Poquette, May 30, 2012, Transportation, Bus Driver

**Resignation – Classified**

Elizabeth Gayley, April 27, 2012, LJHS, Special Education Assistant  
Susan Nerlove, May 29, 2012, KJHS, Special Education Assistant

**Employment – Classified**

Pam Metzger, April 30, 2012, WJHS, LRC Assistant  
Claudia Hayes, May 3, 2012, Ranch View, Special Education Assistant

2. **Student Discipline as Discussed in Closed Session**
3. **Annual LUDA Membership Dues 2012 – 2013**
4. **RFP – High School Photography**
5. **RFP – EC – Photography**
6. **RFP – Junior High Yearbook**
7. **DAOES Board of Directors Appointment**

Fielden made a motion to approve the Consent Agenda, items 1 – 7 as presented. Price seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Price, Romberg, Jaensch, Fielden, and Weeks. The motion carried.

Mr. Bridges, Interim Superintendent as of July 1, announced and congratulated Bob Ross, Principal at Washington Junior High School on his new assignment as the Assistant Superintendent for Secondary Education.

Discussion  
With Action

**1. 2012 – 2013 Certified Staffing Allocation Plan**

Kitty Ryan noted that the Board received a memo with a comparison of certified staffing plans for the 2011-2012 and the 2012-2013 school years. She indicated that the shifting of boundaries caused a slight increase in staffing at elementary level. The boundary shift also caused a slight increase in ELL staffing to provide services to all students. Some of the FTEs are contingencies just in case we need them.

Fielden made a motion to approve the 2012 – 2013 Certified Staffing Allocation Plan as presented. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Crotty, Fielden, Price, Jaensch, Weeks, and Romberg. The motion carried.

**2. Resolution for 2012 – 2013 Budget**

Dave Zager noted that the Draft Budget was provided for the Board. The Illinois Statutes require the school district to adopt a budget by September 30, 2012. The process for the adoption requires at least one Public Hearing after the proposed budget has been made conveniently available to the public (on display at all three Naperville Libraries, the Administration Center and on the District 203 Website [www.naperville203.org](http://www.naperville203.org)) for at least 30 days. The Board of Education has established their June 18 meeting as the target for budget

adoption as this is the last meeting before the 2012-13 fiscal year. To meet this target (allowing for the 30 day public access), the proposed budget will have to be placed on display for public inspection by May 20. The resolution for approval tonight is to designate the Chief Financial Officer to prepare a tentative Proposed Budget for 2012-13 and place the budget on display no later than May 15, 2012, setting June 18, 2012 for a Public Hearing.

Mr. Zager reviewed some budget highlights that included totals, changes, new initiatives, and the impact on tax payers. He noted that the Citizen Finance Advisors are preparing a letter regarding the budget for the June Board meeting. He clarified that there are costs involved with changes in the curriculum for kindergarten whether or not the District adopts all day kindergarten. Additionally there are some facility improvements that were not part of the referendum that are necessary due to some boundary changes. There was discussion about collaborating with the Park District to build gymnasiums at some of the schools. It was noted that if this should occur, the school has first call for the facility for evening events.

Questions from the Board were addressed. The budget indicates the addition of 2 FTE at the director level and 1 FTE as a project manager in the Teaching and Learning Department. Kathy Duncan noted the increase in FTE is necessary to handle the work load since the seven year curriculum cycle is not viable any more. The curriculum needs continuous review and change to keep up with educational advancement.

Weeks made a motion to approve Resolution # 1205-01, 2012 – 2013 Proposed Budget. Fielden seconded the motion. A roll call vote was taken. Those voting yes: Price, Romberg, Jaensch, Fielden, Weeks, and Crotty. The motion carried.

Discussion  
Without Action

### **1. Substitute Rates of Pay**

Carol Hetman reviewed the two proposed changes: Office Staff Sub, and Time Sheet Staff. She is requesting that Human Resources have the flexibility to either raise or lower hourly rates for these two positions depending on the circumstances. The Board will be asked to approve the changes on May 23

### **2. Board of Education Meeting Calendars**

A request was made that Board members be invited to Community Relations events through Outlook so they go directly on individual calendars and RSVPs can be done on line.

It was decided to have only one meeting in December. The December Work Sessions will be removed.

### **3. Alternative Education Update**

Dan Bridges reported that beginning with the 2009-2010 school year, NCUSD 203 entered into a three year agreement with ABRAXAS, Inc. to serve twenty special needs students and thirty general education students in a high school alternative program. This agreement expires at the end of the 2011-2012 school year. The Administrative Team would like to extend this contract for one additional year while an in depth program analysis is completed to determine if there are other options that will meet the needs of our students and that are

fiscally sound.

The Regional Safe School of DuPage County, Partners for Success was created in 1997 in response to Illinois legislation enacted to reduce school expulsions, The Safe Schools Act. This legislation provided the funding and support for communities to explore options to expulsion and multiple suspensions, for students in grades 6-12. The program does not take students with disabilities. The majority of students are placed there in lieu of expulsion, and the goal is to keep pace with curriculum so students return ready to learn. Teams from D203 have visited the program and feel that it is worthy.

The Recommendation for Board approval at the May 23 Board Meeting is to extend the agreement with ABRAXAS, Inc. for one year to serve twenty special needs students and thirty general education students in an alternative program for the 2012-13 school year. Additionally, the Board will be asked to approve a recommendation for an agreement with the Regional Safe School of DuPage County, Partners for Success.

Old Business      None

New Business      None

Upcoming Events

- Tuesday May 8, 2012, SFCP Core Team Meeting & End of the Year Luncheon, Maggiano's, 10:30 a.m.
- Thursday May 10, 2012, NEF Building a Passion Breakfast, Marriott, 7:30 a.m.
- Tuesday May 15, 2012 OfficeMax Teacher of the Year Reception, OfficeMax Headquarters, 5:30 p.m.
- Friday May 18, 2012 Retirement and Recognition Luncheon, Marriott, 12:00 noon
- Monday, May 21, 2012, High School Commencement
- Tuesday, May 22, 2012, High School Commencement Rain Date
- Wednesday, May 23, 2012, Board of Education Business Meeting, Administration Center, 7:00 p.m.

Adjournment      Crotty made a motion to adjourn at 10:40 p.m. Fielden seconded the motion. A unanimous voice vote was taken.

Approved              May 23, 2012

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Michael Jaensch, President  
Board of Education

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Ann N. Bell, Secretary  
Board of Education