Call to order
President Kristin Fitzgerald called the meeting to order at 5:30 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Joe Kozminski, Paul Leong, Donna Wandke and Charles Cush (arrived at 5:40pm).
Administrators present were:
Dan Bridges, Superintendent,
Bob Ross, Chief Human Resources Officer,
Michael Frances, Chief Financial Officer/CSBO

Closed Session
Donna Wandke moved, seconded by Kristine Gericke to go into Closed Session at 5:30 p.m. for consideration of:
1. Pursuant to 5 ILCS 120/2(c)(21) Discussion of minutes lawfully closed under the Open Meetings Act, for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 12/21/2020, 01/04/2021
2. Pursuant to 5 ILCS 120/2(c)(1) Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District.
3. Pursuant to 5 ILCS 120/2 (c)(11) 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.
4. Pursuant to 5 ILCS 120/2 (c)(3) The selection of a person to fill a public office, as defined in the Open Meetings Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance.

Meeting Opening
Donna Wandke made a motion, seconded by Kristine Gericke to return to Open Session at 7:05 pm. A roll call vote was taken. Those voting yes: Leong, Gericke, Fitzgerald, Wandke, Cush and Kozminski. No: None. The motion carried

Welcome and Mission
Kristin Fitzgerald welcomed all and read Naperville Community Unit School District 203’s Mission Statement.

Roll Call
Student Ambassadors present: William Ma and Shay Doshi.

Administrators present: Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Elementary Education, Christine Igoe, Assistant Superintendent for Student Services, Rakeda Leaks, Executive Director of Inclusion and Diversity, Sinikka Mondini,
Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, Stephanie Posey, Assistant Superintendent for Secondary Education.

Pledge of Allegiance:
Led by Board of Education

Good News
Mrs. Mondini reported about NNHS Automotive teacher, Greg Ditch, and students who have become the media darlings of Naperville. Mr. Ditch and his students are rebuilding a wrecked Ford Mustang. Mr. Ditch and students are meeting with NASCAR Front Row Motor Sports and driver, Michael McDowell. The hope is to display the completed car and to participate in precision driving events. The car will feature the number 203 along with blue and orange graphics. Congratulations Mr. Ditch and his students. He is working with students and making it exciting.

Public Comment
We have reached the point in our agenda for public comment. The Board of Education welcomes comments from the public at its meetings. President Fitzgerald stated the parameters of public comments, comments by individuals would be limited to three minutes. If an individual submits multiple comments, they will be combined and read with a limit of three minutes. The public comments are included as a part of the record of our meetings and can be accessed under public comment in Board Docs on the agenda for this meeting.
Mrs. Mondini read each of the submitted public comments aloud. We want to thank all those who submitted public comments by email or have contacted the Board of Education. Issues raised in public comment will be taken under advisement by the Board of Education but will not be discussed this evening. Issues raised during public participation may be added to future agendas or addressed by administrative staff. The Superintendent is the Board’s designee to coordinate response to public comment and will apprise the Board accordingly. As has been communicated by our Superintendent, answers to questions raised in public comment will be posted on our website under Frequently Asked Questions. All public comments are posted in Board Docs under Public Comment.

Monthly Reports
- Treasury Report- The Board received the November Treasurer’s Statement
- Investments- The Board received the November Investment Report
- Insurance-The Board received the November Insurance Report
- Budget-The Board Received the November Budget Report

Action by Consent:

1. **Bills and Claims** from Warrant #1030247 thru Warrant #1030650 totaling $16,701,201.32 for the period of December 22, 2020 to January 19, 2021.

2. **Adoption of Personnel Report**
<table>
<thead>
<tr>
<th>Effective Date</th>
<th>Location</th>
<th>Position</th>
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<tr>
<td><strong>RESIGNATION-ADMINISTRATION</strong></td>
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<td>5-Jan-21</td>
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<td>1/25/21-6/10/21</td>
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<td>Special Education Assistant</td>
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3. Minutes 12/21/2020, 01/04/2021

Paul Leong made a motion to approve Warrant #1030247 thru Warrant #1030650 totaling $16,701,201.32 for the period of December 22, 2020 to January 19, 2021 and the remaining items on the Consent Agenda as presented, seconded by Joe Kozminski. Those voting yes: Kozminski, Leong, Wandke, Gericke, Fitzgerald and Cush. No: None.

Student Ambassador Reports
William Ma-NCHS
- 8th grade orientation was held virtually on the Wednesday and Thursday, January 7 and 8
- The semester ends on this Friday, and students received their schedules last Friday
- Optional hybrid learning will begin the following Monday. During 2nd semester, the Monday schedule will start at 10:25 AM and students will have half an hour of synchronous learning for each class
- There are tours for 8th graders held on Saturday and Sunday, and current high schoolers also have the option to walk through their schedule at the building as well. This is especially relevant for this year’s freshmen who may not have been in the building before
- Optional conditioning for athletics opens this week at NCHS
- There are no preset final exam days this semester; they are optional for teachers. For me, roughly 50% of my teachers have assigned final exams.

Shay Doshi-NNHS
- Finals, teachers have done a good job balancing the amount of finals. Will contribute a solid start to second semester. All are looking forward to second semester.
- NNHS has had many of the same activities as NCHS with 8th grade orientation and students being able to walk their schedules.
- The executive functioning lessons and organization things planned by teachers have really helped us with improvements in Social emotional learning.
- Everyone is really looking forward to second semester.

Written Communications
Freedom of Information Requests:
Rhan-Board of Education Information
Dembs-Student Services Information

Superintendent/Staff/School Report
Superintendent Bridges commented on a Talk 203 regarding the vacancy on the Board of Education. The Board has 60 days to fill the position. Residents who wish to apply will need to complete a one-page letter of interest and submit their resume by the close of business on January 27, 2021. The full announcement is on the website. Any questions please call the Superintendent’s office and speak to Mrs. Patton, Superintendent and Board of Education Secretary.

Superintendent Bridges also added that as a school district and a community we have been proud of our commitment to educate the whole child. We have partnered with Shawn Achor to
participate with the community on positive psychology. There will be a series of community engagement sessions with activities and resources that focus on positive psychology. Additional information will be forthcoming to members of our community on how you can participate.

Return to Learn Update

- It has been very rewarding over the past several days seeing some of our students return to our campuses in preparation for our hybrid stage.
- As a reminder, you can find those updates on our return to learn page, www.naperville203.org/returntolearn.
- Several questions we have received are very site or individual student specific. You are encouraged to reach out to your child’s teacher or building administration.
- We are in the Enhanced eLearning stage 2 of our plan. We are on track and preparing for our transition to Stage 3 beginning next week. We continue to monitor our local metrics and collaborate with various agencies to transition to Hybrid.
- In order for us to be in school five days, we will need to have all vaccinated. Other districts referenced as seeing students in person for 5 days have only about 30-35% of students in person.
- As a reminder, this is our timeline for transitioning back to hybrid learning. At EC, our PFA students will begin in the hybrid model, all other levels will continue with transition activities and in-person instruction for priority students. We continue to be on track to begin hybrid instruction across all levels on January 25.
- As we discussed we have changed the metrics we are monitoring to guide our decisions about in-person instruction.
- Our community positivity rate falls within the moderate range - with a positivity rate 7.04%. Our health metrics continue to remain stable.
- We have an adequate supply of PPE and cleaning supplies;
- The students who have been coming for in-person instruction have been following face mask and social distancing mitigation strategies;
- We have been able to notify 95% or more close contacts within 24 hours.
- Staffing levels are sufficient.
- We have not begun COVID screening testing, so there is not any current data for that metric.
- The COVID dashboard has been updated, for individuals who would like more information about the health metrics.
- We have been finalizing our plans for COVID surveillance testing.
- In order to enroll, students or staff will need to complete the consent form and turn it in no later than Tuesday morning by 8:00am. Once we receive the consent, they may begin testing the following week.
- Once an individual enrolls in the program, we will be providing them with a test kit that will include all of the materials they will need for 12 weeks of testing. The kit will include a detailed instruction sheet with a QR code that links to video demonstration of how to provide the sample, 12 test tubes, 12 small straws, 12 envelopes and 14 unique barcode labels.
• Samples will be collected once per week on the same scheduled days. As students enter the building, a bin will be available to turn in their sample. If a student forgets or is absent, they may bring the sample the next day.

• For any individual whose screening indicates a finding of potential presence of COVID-the notification process will include:
  o A text either later that evening or first thing in the morning which indicates that their sample came back with a finding of a high viral load. Everyone in their household should remain home, and they will be contacted with next steps.
  o Each individual will also receive a phone call from the health office/HR- where they will be referred for a PCR test and informed that they and everyone in their household should remain home until they receive the test results. We will also engage in contact tracing at this time.
  o We will then follow up the phone conversation with a letter that outlines the steps that need to be taken in order to return to school.

• We will also be contact tracing for each individual that comes back with a positive finding. We will identify anyone that is a close contact - less than 6ft for more than 15 minutes in a 24 hour timeframe- and they will be excluded from school until we have results from the individuals PCR test. If the PCR test is positive, than any close contact would be required to quarantine for 14 calendar days from the exposure.

• Next week-staff will begin testing and students will receive their testing kit.
• The week of 2/1- students will begin testing. As we mentioned enrollment will be ongoing, so we will also process any new participants and provide them with a testing kits so they can begin testing the week of 2/8.

• An exciting development is the ability to vaccinate our staff. The Governor has indicated the availability of vaccines for group 1B, a group that includes teachers. Still looking at a 10-12 week process. We are partnering with pharmacies and will likely be using our facilities.

• We continue to push out more and more communication to keep our community updated about our progress in our Return to Learn plan - Frequently asked questions, the website, talk 203’s and social media platforms are all sharing useful information and I encourage our families to read this information.

• As stated in the beginning of this presentation our ultimate goal is for all students and staff to return to full, in person learning. Our number one commitment is to keep all people in our organization safe and healthy while modeling and staying grounded in our district mission. We are excited and looking forward to welcoming more of our students back to in person learning in the coming weeks.

• Encouraged the community to look at HR for opportunities to work for D203. We will need subs in particular.

• We also would like to encourage as many as possible to opt in for the surveillance testing.

Board questions/comments:
I want to express the heartfelt appreciation of our entire Board of Education to our parents and our teachers. Thank you.
To our students, we are so proud of you. We are so excited to welcome those of you who are joining us in our buildings, and to continue to celebrate those of you who are joining us from your homes. We know that our continued efforts will be successful only with your partnership. I want to thank our Administrative team for the Return to Learn presentation and their tireless work to make our safe return to school possible. We know that our community has expressed additional questions and concerns during our public comments, as a reminder, our Superintendent will also address these questions in the Frequently Asked Questions on our website. So many of our community members have also sent questions to the Board of Education by email and I want to thank our community for their efforts to express their comments and concerns. As a reminder to our community about our own Board of Education process, the Board submits many questions ahead of the presentation so that answers to questions from the community can be addressed as a part of the presentation. We also reflect many of these questions during our question and answer period. Please know how much we continue to value your communication and most importantly, your partnership.

Thank you for Superintendent and team for the presentation. Encouraging seeing the number of staff members who have signed up for the surveillance testing. At what point will we want to look at additional measures to encourage people, particularly students, to opt into the screening? Superintendent Bridges responded that students would begin testing the week of February 1. As Dr. Igoe presented. We will up our communications as we move closer to having more kids in school buildings. Dr. Igoe added that we have had conversations about what additional communications will go out. We have created a video to help promote the surveillance screening. What is the criticality of getting to the 70%? Seems this is a critical factor at determining our getting more students in and staying in. Superintendent Bridges stated the more we have opt in and do the testing, the better we will understand the level of spread within our community. We have heard from our community the importance of getting back in. Surveillance testing is one factor of our mitigation strategy that helps us do that. The more participation the better. We are very encouraged by the level of participation of staff. Dr. Igoe added that it really provides a way for us to identify those who are asymptomatic. This will really help us help the community. The process will be that students will be doing this at home is important for our community to know. Also would be nice to make this a much easier process to sign up. Can we speak to the metrics and what has changed and why it has changed? Dr. Igoe responded that we talked about those in detail at the last meeting. We are putting out metrics to align with the CDC and making sure, we are following what he best research is telling us. The two key metrics we are using from the CDC is the positivity rate and pairing that with our key mitigation strategies of mask wearing, PPE and contact tracing. Details are in the Return to Learn guide. Superintendent Bridges added that there were no changes from our last meeting. Regarding 2100 students who have signed up so far for the surveillance testing, what is that percentage of in person students? Dr. Igoe stated that is about 35% of in person overall.
Students will be notified before they get on a bus or in a school building if they have a positive result?
Dr. Igoe responded that the company has 24 hours but will most likely get it to us in the evening of the day of testing. It is our goal to notify families before students get on the bus or arrive at school.
To clarify that is the percentage of secondary students, correct?
Dr. Igoe responded, yes.
Can you speak about snacks in the classroom? How will it be handled for those who want to have a snack in class?
Mrs. Posey remarked that the Junior High day does not really lend itself to having a snack during the day. If a student needs one the building is to designate a space for that to occur. At the High School level, students are not to be there during the day for eating. If some are, the building will have a dedicated space for students to eat with social distancing.
Mr. Freundt added that if elementary students need it, schools would have a dedicated space outside of the classroom.
Superintendent Bridges added that we are very clear as to expectations and building administrators will communicate that.
Can you talk about the 1:30-3:00 timeframe? How is that being used?
Mrs. Posey noted that at JH and HS, we are focusing on students who are failing or close to failing. There is some autonomy to invite students in as needed. We are aware that some students are not flourishing in the remote environment. It is a little bit different at each school. The High Schools have each had hundreds of students in. Junior High mirrors that and are prioritizing those students who are struggling. Hoping to see an increase of productivity.
Mrs. Willard added that we would also be serving our remote learners as well. Sometimes students will be on a Zoom with both in person and remote students.
If parents have concerns, how should they communicate that?
Superintendent Bridges added that nothing has changed as to who parents should contact if they have concerns with their students.
How do you determine close contacts in the classroom as the students are 6 feet apart?
Dr. Igoe remarked that classroom contacts would receive a low contact message.
Will they have to quarantine?
Dr. Igoe stated that no, low risk contacts do not have to quarantine.
Can you talk about the self-certification process in terms of when students arrive at the buildings? There are temperature checks but are they also verifying that the self-certification form has been completed? Has everyone filled out the form?
Dr. Igoe confirmed that we would validate that they have no fever as they enter the building. The health office is contacting families who have not completed the form.
Have we heard any concerns that would prohibit anyone to participate in the surveillance testing?
Dr. Igoe responded that there have been many questions but no specific concerns were expressed. Maybe people were just waiting on more information.
Want to be sure that we are removing all barriers that may keep people from participating.
We are very excited about heading into in person hybrid. Can you tell us the excitement of the building and the teachers?
Superintendent Bridges remarked that feelings are all over the place. We hear from teachers who are very excited to be back with students. Our staff are professionals and will do what they need to do what they need to do to serve the needs of our families and students. This is
new and there is a lot of uncertainty. We are doing the best we can to make sure everyone has what he or she need. We are excited and remain optimistic. Confident in the mitigations we have in place. We have families who have wanted this since day one. **The more we can address the concerns of staff and the community, the better. We want all people to feel comfortable and safe.**

**President’s Report**
Mr. Kozminski and Mrs. Fitzgerald participated in a panel with the Diversity and Inclusion committee with Asian students and professionals. It was a fantastic dialogue and helped to express areas where we can grow, change and improve. Mr. Kozminski added that it was well run and organized. Many different paths that the panelists took thru D 203 schools.
Mrs. Wandke and Mrs. Fitzgerald participated in the Business Advisory council meeting and saw a preview of the work of the district to offer support to families around SEL. Thank you for letting us see a tiny preview.

**Board of Education Report**
None.

**Discussion without Action**

**Summer School 2021**
Superintendent Bridges introduced this as our plan for our traditional Summer School. At the last meeting, we had conversations about what we can add to support our students. We will be coming back to the Board of Education in the future to ask for support for some additional learning. We are waiting to see what kinds of needs our students have so we can offer the best and correct supports. This is not the only program of what will be offered. There will be opportunity at the next meeting for additional questions. Kevin Wojtkiewicz joined to give the report.

**2021 Summer Learning**
- We anticipate that we will still need to implement COVID-19 mitigation strategies during summer school and have developed recommendations that allow us to fully implement the key mitigation strategies, such as social distancing and face masks, as well have developed some contingency plans to ensure that we can support in-person instruction to the greatest extent possible.
- We are also recommending that summer learning times at each of our K-8 locations be staggered to ensure that District 203 drivers can cover transportation and create a minimal need for outsourcing, if any. This will also provide families with students in multiple grade levels who will be providing their own transportation adequate travel time between buildings.
- In 2021, we look forward to continuing the successful partnerships we have established with summer learning.
- We also look forward to introducing a new course to the JH program, Digital Art. This course will expand on the success of the Next Level Art class offered at the elementary level and continue to help us expand offerings for students who are looking for academic opportunities outside of the core curriculum.
At the high school level, new courses will allow students the opportunities for credit recovery, to build essential skills for high school level work, and provide additional time for students to engage in research and development for their senior projects. We are anticipating that incoming 9th grade students may need a bridge course into honors math courses due to the pandemic, which is why we added the essential for high school honors math course.

We anticipate being able to run our Summer Music and Science Camps in person this summer. Additional PPE is being purchased for band classes this spring and will be available for use this summer. Three new classes in summer music will also emphasize STEM concepts while engaging students in hands-on work that explores careers in instrument making, song writing, and music production.

When developing the 2021 summer budget, we have to take into consideration the precautions that need to be in place due to the impacts of COVID-19. This includes the cost of additional elementary sites and site supervisors, additional sections due to classroom capacities, and PPE/cleaning supplies. Some unknowns include the amount of revenue to expect for 2021, we have built the budget on the 2019 actuals. We are aware that this summer is different with the fewer weeks for a summer break, families wanting to vacation with anticipated release of travel restrictions, and the return of HS sport camps and might affect summer enrollment.

We continue to be grateful for the Board’s ongoing support of our Summer Learning programs. I am now glad to take your questions.

Board Comments/Questions:
Thank you for the presentation. This is a good start for the programming. Do you know the dates?
Mr. Wojtkiewicz stated the dates are June 21-July 16 for K-8 families.

Some of the traditional summer school offerings may be considered for financial support. Is that correct?
Superintendent Bridges stated that we are looking at that as a possible recommendation. Those plans are not finalized yet. We will be looking at that for future recommendations.

Thank you for the presentation. If we are to serve all students and class sizes are constrained by the number of teachers, how will seats be allocated?
Mr. Wojtkiewicz remarked that typically we have not had issues with the lack of teachers. We have had classes canceled due to lack of students.
We have at times had to hire teachers from outside the district if we are short on teachers. This year we will have to look at staffing especially if we are looking at expanding offerings.
Dr. Igoe responded that we could fall back to livestreaming since we have that capability.
Thankful the administration is putting together the traditional summer school and looking at expanding it as we move forward with the hybrid plan.
Thank you. Expenses are estimated with additional staff and mitigations. Can we have some historical data on the financials? 2018 and 2019 budget and actuals.
Dr. Igoe stated that we can provide that data.

Thank you for putting this together. Excited that we will have more stuff coming as additional options. The new courses look great. The ability for students to work on their capstone project over the summer is a great addition.
When is the sign up and when will, all courses be listed?
Mr. Wojtkiewicz stated that pending Board of Education approval, information can be shared the next day. Registration will begin in early March.

How will it work if students want the remote option?
Mr. Wojtkiewicz remarked that we are not offering the online courses to the extent that we did last year. Due to rigor, we will be offering more in person.

The more we can offer the blended rigorous courses the better. As the time is still unknown, the flexibility would be helpful.
Superintendent Bridges responded that we will be reviewing that as we move closer to the summer.

Discussion with Action
School Improvement Plans
Superintendent Bridges stated that at the last meeting, Dr. Patrick Nolten presented an update on the School Improvement process and provided copies of the plans. We have no new information this evening but will be happy to answer any questions the Board may have.

Board Questions/Comments:
Some of the projections for improvement are aggressive and I am thrilled about that but we are also planning for some remedial work for loss of learning can you help me reconcile both of those ideas?
Dr. Nolten stated that schools maintained the goals they were using prepanedemic. Until we have a chance adequately assess our students, it is hard to know exactly what our goals should be.

So given the time we are in, we still want to set high goals?
Superintendent Bridges remarked that we want to look at aggressive goals. Education, while it has looked different has continued to happen. We want our goals to be attainable.
Mrs. Willard added that we want to wait until we get some data. We may have to make adjustments but we don’t want to make adjustments until we have the data.
Superintendent Bridges added that the most effective plans are living documents. They respond to the needs of students. These goals speak to our commitment in this district to reach forward.

Applaud for maintaining aggressive goals until we have information that indicates otherwise.
We still need data in order to change the goals.
The Improvement plan is to maintain the aggressive goals. The Action Plans will be the steps that will be needed to move toward those goals. Excited for the continued growth from all of our schools.

Charles Cush made a motion to approve the School Improvement Plans as presented, Kristine Gericke seconded. Those voting yes: Leong, Kozminski, Fitzgerald, Cush, Gericke and Wandke. Those voting no: None. Motion carried.

Tax Reimbursement Account Resolution
Superintendent Bridges reported that the Board of Education is in a unique position to provide some economic relief to our taxpayers. At the last meeting Mr. Frances and I presented a recommendation to the Board of adopting a resolution to create a $10 million tax
reimbursement account and directing Mr. Frances to disperse surplus funds to property owners of record as of January 19, 2021.
We work hard at creating a budget that we live with but with the pandemic we found ourselves with a surplus.
Administration recommends the Board approve the resolution in Board Docs to take $10 million in surplus funds to give back to the taxpayers.

We will talk about other areas where we can offer relief like general fees in a future meeting.

Mr. Frances added that the Business Office is in the middle of gathering information to make this happen. We will be ready to go upon Board approval.

**Board Questions/Comments:**

Thank you. The Board has set as a high priority to be good stewards of our dollars. Excited about looking forward to what we can do to get students back in schools. Hope the community realizes that we do try to meet the needs of all.

Very proud to be a part of this resolution. Would like it to have been more. Proud to be a part and happy to be able to return these dollars back to the community. The reason is something we would all have rather not have happened. Thank you to Superintendent and staff to look at the budget to find this surplus. Proud to be here to vote on this resolution. Administration knows that this is a priority of this board to be good stewards of our dollars whether we are in a pandemic or not. Proud to be a part of this to give this back to the community and the other pieces that will come in the future. This has been a long-standing priority of this board and many boards before us. Excited to have this opportunity to have this amount of dollars to return to the community as well as support our students returning to school.

Donna Wandke made a motion to approve the Tax Reimbursement Account Resolution as presented, Charles Cush seconded. Those voting yes: Cush, Fitzgerald, Wandke, Kozminski, Leong and Gericke. Those voting no: None. Motion carried.

**Policy 7.310 Restrictions on Publications**
Superintendent Bridges at last meeting Mrs. Posey updated the board on this policy. Board first saw this policy in January 2020 but it was tabled due to the pandemic. Recommend that the board approve this policy. Mrs. Posey thanked Mitch Martin and Keith Carlson and the talented and dedicated student journalists. Students wanted a name that was less punitive. The name will be changing to Rights and Responsibilities of Student Publications. They also made some suggestions that are incorporated into the policy in Board Docs. Superintendent Bridges added that here are some that were not incorporated, as they did not align with legal recommendations or PRESS.
Board questions/comments:
Thank you. This shows the collaboration that went into the writing this policy. Thank the students for participating. Love that they advocate for themselves about what they are passionate about. Great when students get involved as it the mission of the district at work. Wonderful to see their level of interest. Appreciate the fact they are willing to dive in and push for what they believe.


Old Business:
None
New Business
None

Upcoming Events
Superintendent Bridges noted the start of school week of January 25. The next Board of Education meeting will be held February 1, 2021. We anticipate we will be in person.

Adjournment
Kristine Gericke moved seconded by Charles Cush to adjourn the meeting at 9:14 p.m. A roll call vote was taken. Those voting yes: Cush, Leong, Kozminski, Fitzgerald, Wandke, and Gericke.

Approved: February 16, 2021

Kristin Fitzgerald, President, Board of Education

Susan Patton, Secretary, Board of Education