

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. AUGUST 1, 2016
AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

- Call to Order President Terry Fielden called the meeting to order at 5:30 p.m. Board members present: Terry Fielden, Jackie Romberg, Susan Crotty, and Mike Jaensch, Kristin Fitzgerald, Charles Cush and Donna Wandke.
- Administrators present were: Dan Bridges, Superintendent; Brad Cauffman, Chief Financial Officer; Carol Hetman, Chief Human Resources Officer.
- Crotty moved, seconded by Wandke to go into Closed Session at 5:30 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).
- Meeting Opening Crotty made a motion, seconded by Romberg to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Fielden, Jaensch, Romberg, Cush, Crotty and Wandke. No: None. The motion carried.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Kristin Fitzgerald, Donna Wandke, Terry Fielden, Mike Jaensch, Charles Cush, Susan Crotty and Jackie Romberg.
- Administrators present: Dan Bridges, Superintendent; Jayne Willard, Assistant Superintendent for Curriculum and Instruction; Chuck Freundt, Assistant Superintendent for Elementary Education; Nancy Voise, Assistant Superintendent for Secondary Education; Jen Hester, Chief Academic Officer; Christine Igoe, Assistant Superintendent for Student Services; Carol Hetman, Chief Human Resources Officer; Tim Wierenga, Assistant Superintendent for Assessment and Analytics; Brad Cauffman, Chief Financial Officer; Roger Brunelle, Chief Information Officer.
- Pledge of Allegiance Board members led the Pledge of Allegiance.
- Good News Superintendent Bridges noted that there are a series of parent education nights scheduled in the near future to support the Digital Learning Initiative. Dr. Devorah Heitner will lead parent information nights at each of our junior high locations. The sessions will focus on the topic of raising digital natives. She will provide support for parents on good digital citizenship. All sessions will be open to all families and the community.
- Public Comment None
- Action by Consent The following items were presented on the Consent Agenda:
1. Adoption of the Personnel Agenda
Resignation – Administration

Mary Baum, August 2, 2016, Mill Street, Principal

Appointment – Administration

Robin Rippel, August 2, 2016, Mill Street, Interim Principal

Resignation – Certified

Rebecca Swiontek, August 14, 2016, NCHS, Science

Appointment – Certified (Full Time)

Katherine Braun, August 15, 2016, KJHS, Mathematics/Language Arts

Melissa Dextl, August 15, 2016, Meadow Glens, Gifted PI+

Shenna Maison, August 15, 2016, ARECC, Early Childhood

Samantha Stanley, August 15, 2016, NCHS, Learning Behavior Specialist

Termination – Classified

Joshua Hartzell, July 21, 2016, Meadow Glens, Custodian

Retirement – Classified

Sheila Treacy, August 15, 2016, Kingsley, Special Education Assistant

Susan Overly, June 30, 2017, NNHS, Department Secretary

Resignation – Classified

Sharon Russell, August 15, 2016, Kingsley, Special Education Assistant

Susan Scott, July 19, 2016, Kingsley, Computer Support Associate

Holly Hogue, August 15, 2016, Meadow Glens, Instructional Assistant

Eric Oslos, August 15, 2016, Meadow Glens, Special Education Assistant

Gretchen Zelinski, July 26, 2016, MJHS, School Secretary

Joseph Garrison, August 15, 2016, Prairie, LRC Assistant

Employment – Classified

Donna Slevnik, August 16, 2016, Highlands, Instructional Assistant

Mary Glatz, August 16, 2016, Meadow Glens, Special Education Assistant

Renada Bromfield, August 2, 2016, PSAC, Accounts Payable

Harold Sagen, August 16, 2016, NCHS, Special Education Assistant

Susan Hoffmann, July 27, 2016, WJHS, Senior Secretary

Nancy Rapp, August 16, 2016, WJHS, Special Education Assistant

Employment – Non-Union-Classified

Lisa Banovetz, August 10, 2016, PSAC, Grant Manager

Leave Of Absence – Classified

Dolores Lago-Gonzalez, 1st Semester 2016/2017, Mill Street

Courtney Hummel, 2nd Semester 2016/2017, Steeple Run, Special Education Assistant

Addendum

Appointment – Certified (Full Time)

Candice Anderson, August 15, 2016, Elmwood, Reading Specialist

Bridget Kelly, August 15, 2016, Meadow Glens, Learning Behavior Specialist

Appointment – Certified (Part-Time)

Jordan Henderson, August 15, 2016, NNHS, Vocal Music (20%)

Ashley McMahon, 8/15/16 – 12/22/16, NNHS, Social Science (60%)

Andrew Piazza, August 15, 2016, NNHS, Business Education (50%)

Justin Rubo, August 15, 2016, NNHS, Mathematics (80%)

Revised Contract Pt

Kathleen Mullin, August 15, 2016, WJHS, Learning Behavior Specialist (83.3%)

Christopher Talac, August 15, 2016, Ellsworth/Elmwood/Mill Street/Naper, Physical Education (57.3%)

Revised Contract Ft

Michael Forde, August 15, 2016, NCHS, Science

Re-Employment – Certified (Full Time)

Alexandra Heaselden, August 15, 2016, Prairie, 2nd Grade

Re-Employment – Certified (Part-Time)

Ann Cussick, August 15, 2016, WJHS, Art (55.22%)

Christopher Feid , August 15, 2016, NCHS, Automotive Education (80%)

Stephanie Fleming, August 15, 2016, Elmwood/Mill St, Art (30.7%)

Amie Silder, August 15, 2016, Elmwood/Mill St, Music (44.8%)

Resignation – Classified

Lindsay Casten, July 28, 2016, ARECC, Special Education Assistant

Employment – Classified

Kaitlynn Curwick, August 16, 2016, NCHS, Special Education Assistant

Cindy Tena, August 9, 2016, PSAC, Special Education Coord Secretary

Wandke made a motion to approve the Consent Agenda as presented. Fitzgerald seconded the motion. A roll call vote was taken. Those voting yes, Fitzgerald, Wandke, Fielden, Cush, Romberg, Crotty, Jaensch. No: None. The motion carried.

Superintendent Bridges noted that with the approval of the Consent Agenda, the Board has appointed Robin Rippel as the interim Principal at Mill Street. She is a former principal in D203 and her experience in the District and as a principal will be welcome as we transition and go through the process to find a new principal.

Student
Ambassador
Report

Superintendent
Staff/School
Report

Digital Learning Summit Overview

Melissa Hampton, Director of Professional Learning, noted that the District has signed a new contract with EdTechTeam to support the Digital Learning Initiative. A team of staff in partnership with EdTech have worked to plan an innovative professional learning experience on August 3 and 4. It will be a high-intensity event focusing on deploying, integrating and using Google Apps for Education to increase instructional capacity and promote student learning. She reviewed some of the highlights including that to date there are 443 people registered to attend, 100 of which are from outside the District. Along with the national presenters, 13 of our own staff will present and there will be 9 student assistants. The entire program will be digital; IT staff will be there to help as well. It will be housed for future reference. Mrs. Hampton also reviewed professional learning that has/is/will take place at the junior high level noting that GAFE training is available online so teachers can learn at their own pace.

Questions/Comments from the Board

- It is amazingly differentiated in terms of the levels available – there is a lot to choose from.
- Will you be giving an overview at the New Teacher Breakfast? Yes.

Superintendent Bridges noted we will be back in school in just little over two weeks.

President's
Report
Board of
Education
Reports

Mr. Cush noted that as part of his onboarding he has visited with 20 of the 22 building leaders in the District. He found that the passion they hold for each child is systemic. He has been impressed with how the principals collaborate with each other as well as the work that has been done by the District to ensure the right leader is placed in each building. It has been fantastic to see the energy and passion that each leader has as they face the diverse challenges of their building.

Discussion
Without Action

2017 Health Insurance Changes and Rates

Superintendent Bridges indicated that annually a committee of District employees convenes to recommend changes to the health plan. Carol Hetman noted that in April the committee got together to discuss a wellness strategy as well as a cost containment strategy. They reviewed several aspects of the current plan including monthly claims and projected claims, in-patient and out-patient, ER and drug costs. They discussed a health and wellbeing program whereby costs will be lowered by changing behaviors to healthier lifestyles. The first recommendation is to add a narrow network for both the Platinum PPO and the Gold High Deductible Health Plan and to remove the Silver plan. She reviewed the remainder of the recommendations noting that they should result in a total plan design savings of \$2,146,000. She indicated that communication and education will be important. We will build on last years' open enrollment and offer more explanatory meetings plus one on one help will be available for explanation of the choices. The Board will be asked to take action on August 15, 2016.

Board Questions/Comments

- What the committee has done is commendable.
- Access to hospitals and physicians is robust.
- Still getting premium coverage.
- Could you go over the makeup of the committee?
 - One or two representatives from each of the four unions, the Uniserv Director, HR staff members and Business Office staff.
- The communication plan is very important to help insure that we meet the savings goal that we are expecting.
- The communication plan has to be an education plan.
- We have taken the risk out of taking the high deductible plan.
- This is a different approach so people will have to learn about it.

Policy Review: First Reading Policy 2.104, 2.110, 2.160

Mrs. Romberg indicated that one of the duties of the Board is policy review. Sometimes the changes are mandated, and sometimes changes are made due to Board review. Typically there is proposed wording, but she requested that three policies be discussed by her colleagues with no proposed wording.

2.160, Board Attorney

Board Member Comments:

- Nothing wrong with the policy.
- The way it is structured now we have to go through the Superintendent or

Board President.

- There might be something to make us more nimble.
- There might be something we can do to keep the president informed from an inclusion stand point but not a permissions stand point.
- There might be a sensitive topic.
- Come up with some words that say that they notify/advise the president if they want to contact the attorney.

Superintendent Bridges noted that he has reviewed some other district's policies. Some are similar and there is one that gets closer to what our Board seems to be requesting. It allows for the president or his or her designee to contact the attorney. We want to avoid multiple calls to the attorney on the same topic by putting a mechanism in place to control potential cost. Staff can work with legal counsel on wording.

- We as a district have a powerful policy whereby any board member can put something on an agenda.
- If we are not judicious any of us can pick up the phone and call anyone.
- We as a board self-correct.
- Don't want to limit someone that has a question or concern.
- Fine with having checks and balances.
- 7 members have equal footing.
- Looking forward to recommendations.
- It is a good idea; one Board member should not have certain powers that other people don't.
- Notifying the board president does not take away the right to contact the attorney.
- Prevents the secret agenda.
- Looking at the Policy that stands the test of time – It is important that our work as board members is doing the work of the Board. In the future the issues need to be of importance to the whole board, not just personal agenda issues. Not allow individual board members to have their own agenda – the issues need to be of interest to the whole group. Education issues.
- The Board has to self-police itself.
- Maybe it has to be education related.
- We have never operated in the fashion of the whole board issues.

Superintendent Bridges noted that he has a sense of the spirit of what the board is asking and will bring back some verbiage for discussion without action probably in September.

- Has concern about having some control so we don't increase legal costs.
- We all have access to put something on the agenda but with the attorney it is different because if it is on the agenda it is out in the open and all Board members can discuss. With the attorney we need to take the same approach of using one voice to go forward.
- Consider taking the Board president out and leave the Superintendent or his or her designee as the contact. All Board members are equal.
- Comfortable with the Board president.
- Supportive of looking at this as transparency to allow a concern to be addressed.
- Need some sort of check and balance that addresses the whole Board with

some kind of limitation to ensure the resources are used wisely while allowing the flexibility to have a concern addressed. After reviewing any proposed changes with legal counsel, Superintendent Bridges will bring a draft Policy back on September 6 for discussion without action.

2,104, Internal Organization, Election of President and Vice President

2.110, Qualifications, Terms and Duties of Board Officers

- These two policies are sort of related.
- We have the practice of electing officers for 2 year terms but if we looked at having elections each year it would allow for flexibility, course correction, life changes, etc.
- School Code requires a two year term unless amended by policy.
- Suggest amended policy to reflect 1 year to align with school code.
- Concern about changing it to a one year term for future Boards.
- Suggest allowing that each board as they go through the election process pass a resolution to go whichever way they want.
- Cleanest thing is to have a one year term. It gives flexibility and does not put any restrictions on it.
- We have a new school year it fits with things that we do on an annual basis.
- Would the transition of a new president on an annual basis be ok with the Superintendent?
 - One year would not be too quick of a turnover; certainly not any sooner. It is important to have consistency of voice.
 - Will check with counsel on if it is going to require reorganization when the policy goes into effect or can it wait until the next election.
- There are some advantages to a 2 year term with regard to continuity.
- Is there an opportunity to put in a formalized mechanism for a review for feedback, at which point any number of different things could happen.
- We do have Board self-evaluation. It is on the entire Board.
- A two year term is a good amount of time. The one year re-election gives a lot of flexibility to the person in the role.
- If everyone is happy with the President and Vice President, no action is necessary. One year simplifies the mechanism to allow a change if it is necessary.
- Echo's the continuity and learning curve comments. Concern is that the two roles should be administrative if anything. Whatever we can do to deescalate the roles from being a power role that would be good.
- Concern for the rationale for 2 years with regard to learning and implementing it.
- It has to be either one or two.
- For other groups it is a tremendous learning experience.
- Most school boards have 2 year terms. Our current policy does allow for the President to step down and have a special election after one year.
- If the president steps down, the vice president takes over; there is not a special election.
- We should look at what we have and also a 1 year and then majority rules.
- We have to be sure we are doing things consciously and not just inertia.

- What was the learning curve to get up to speed as president?
 - It is as unique as the person is to the role.

Superintendent Bridges indicated that the real learning curve is agreeing to and understanding how to best communicate with the Superintendent and each other.

- We have to narrow the focus. It has to be either one year or two years.
- We need to check with our attorney about passing a resolution each time.

2.104 mirrors 2.110 and the same language will be in both.

2.110, Qualifications, Terms and Duties of Board Officers

- Our practice is that the president and vice president both attend the Board prep meetings to develop the agenda.
- This is not reflected in the Policy.
- It has not always been that way.
- Suggestion to add vice president to the Policy.

Superintendent Bridges will speak to legal counsel and bring back draft policies in September.

Discussion With Action Superintendent Bridges indicated that at the request of the Board, he is working with legal counsel on policy 7.170 as well as a policy for in lieu of expulsion.

Policy Review: Section 7 Second Reading Policy 7.160, 7.275

Policy 7.160, Student Appearance

Mr. Bridges indicated that minor changes have been made since the last meeting. The policy addresses appearance rather than just dress and grooming. Board questions/comments:

- Are student handbooks available on line for parents?
 - Yes

Policy 7.275, Orders to Forgo Life-Sustaining Treatment

Mr. Bridges indicated that there have not been any changes made since the Board reviewed the policy for the first time.

Board questions/comments:

Wandke made a motion to approve Policies 7.160 and 7.275 as presented. Cush seconded the motion. A roll call vote was taken. Those voting yes: Fielden, Romberg, Crotty, Cush, Fitzgerald, Wandke and Romberg. No: None. The motion carried.

New Business
Old Business
Upcoming
Events

- August 12, 2016 New Educator Breakfast
- August 15, 2016 Board of Education Meeting
- August 17, 2016 Classes Begin
- August 28, 2016 Welcome Back Picnic

Superintendent Bridges will send out some information about tours on the first

day of school.

Adjournment Crotty made a motion at 8:15 p.m., seconded by Romberg to adjourn the meeting. A unanimous voice vote was taken and the meeting was adjourned.

Approved August 15, 2016

Terry Fielden, President
Board of Education

Ann N. Bell, Secretary
Board of Education