

MINUTES OF A BUSINESS 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 RD., NAPERVILLE, IL. NOVEMBER 21, 2016, AT 7:00 P.M. CLOSED SESSION 6:00 p.m.

- Call to Order President Terry Fielden called the meeting to order at 6:00 p.m. Board members present: Jackie Romberg, Charles Cush, Mike Jaensch, Terry Fielden, Kristin Fitzgerald, and Susan Crotty.
- Administrators present were: Dan Bridges, Superintendent; Carol Hetman, Chief Human Resources Officer; Bob Ross, Chief Operating Officer and Brad Cauffman, Chief Financial Officer.
- Closed Session Crotty moved, seconded by Romberg to go into Closed Session at 6:00 p.m. for consideration of:
1. Discussion of lawfully closed minutes whether for purposes of approval by the body of the minutes 5 ILCS 120/2(c)(21).10/17/16, 11/7/16
 2. 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).
 3. 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 5 ILCS 120/2(c)(11).
- Meeting Opening Romberg moved seconded by Crotty to return to Open Session at 7:00 p.m. A voice vote was taken. Those voting Yes: Fitzgerald, Cush, Jaensch, Romberg, Crotty, Fielden and Wandke. No: None. The motion carried.
- Meeting Opening Welcome and Mission
- Roll Call Board Members present were: Kristin Fitzgerald, Jackie Romberg, Donna Wandke, Charles Cush, Mike Jaensch, Susan Crotty and Terry Fielden.
- Administrators present: Dan Bridges, Superintendent; Jennifer Hester, Chief Academic Officer; Bob Ross, Chief Operating Officer; Chuck Freundt, Assistant Superintendent for Elementary Education; Nancy Voise, Assistant Superintendent for Secondary Education; Tim Wierenga, Assistant Superintendent for Assessment; Carol Hetman, Chief Human Resources Officer. Michelle Fregoso, Director of Communications, Brad Cauffman, Chief Financial Officer.
- Student Ambassador present:
Thomas Zugay, NNHS
Absent: Anthony Molina, NCHS
- Pledge of Allegiance Gina Baumgartner, Principal of River Woods Elementary School introduced the following students who led the Pledge of Allegiance: Holden Manning, Anthony Ullian, Michael Ullian, Alaina Barrett, Ronan Barrett, Ruth Elizalde Sanchez, Benjamin Elizalde Sanchez, Paola Elizalde Sanchez, Santiago

Recognition

NNHS IHSA Girls Cross Country State Champions

Superintendent Bridges expressed congratulations to the NNHS Girls Cross Country Team who won First place at the State competition in Peoria, Il on November 5, 2016. Head Coach Dan Iverson and Principal Stephanie Posey joined Superintendent Bridges to recognize the students and present them with certificates.

Coaches for the team are: Dan Iverson, Head Coach; Anna Kraftson, Assistant Coach; and Jen Weigand, Assistant Coach.

Team members are:

Kathryn Abe, Sophie Bruce, Gabby Champion, Elise Chao, Megan Driscoll, Jill Fitz, Kayla Glowacki, Claire Hamilton, Claire Hill, Alex Morris, Julia O'Dekirk, Sam Prazma, Hannah Ricci, Sarah Schmitt.

NNHS IHSA Boys Soccer Team State Champions

Superintendent Bridges congratulated the NNHS Boys Soccer Team for winning First place at the State Soccer Finals on November 5, 2016 at Hoffman Estates High School. Head Coach Jim Konrad and Principal Stephanie Posey joined Superintendent Bridges to recognize the students and present them with certificates.

Coaches are: Jim Konrad, Head Coach. Assistant Coaches: Steve Goletz, Ryan Kuehne, Ammanda Simonetti, Paul Becvar, Kermit Eby, and Chach Aguilar.

Team members are:

Ryan Aronson, Quinn Baenziger, Jason Barba, Jack Barry, Matt Bilardello, Jack Bromagen, Tim Corbett, Ben Goworowski, Ian Guppy, Ethan Harvey, Jack Hill, Jason Hipp, Colin Iverson, Ali Khorfan, Andrew Klaiber, Mitch Konrad, Ty Konrad, Michael Kornecki, George Ladas, Cesar Recendez, Jacob Ridges, Will Ritzmann, Vincent Roberts, Chris Sullivan, Alex Wang, Tommy Welch, James Zhang.

Perfect Score on the AP Physics Exam

Superintendent Bridges and Principal Stephanie Posey presented a certificate of excellence and congratulated Jason Xia who received a perfect score on the AP Physics exam. He was the only student out of 170,144 total test takers in the world to get a perfect score.

Perfect Score on the AP Microeconomics Exam

Superintendent Bridges and Principal Stephanie Posey presented a certificate of excellence and congratulated Kelvin Li for receiving a perfect score on the AP Microeconomics Exam. He was one of 75 students of the 83,000 total test takers to have a perfect score.

District 203 Mission Maker Award

Superintendent Bridges indicated that the District 203 Mission Maker Award is a monthly award given to students who live the District Mission in exemplary ways.

Mr. Wiesbrook joined Superintendent Bridges in extending congratulations to the Naperville Central High School Mission Makers: David Chen, Drew Kanne, and Jacek Kulak.

These three students took their valuable time to produce a video for the Naperville Area Humane Society (NAHS). The video featured a dog named Garrett (who attended the meeting along with his owner Mary Onorad). Garrett visits elementary schools along with his owner encouraging students to read. The video is a high quality production for a good cause. Congratulations to these three students for the effort they put into the video (probably not expecting recognition), their great attitudes, and for contributing to the Naperville community.

Public Comment Lori Klose
Expressed concern as a parent and college professor that the lack of textbooks due to changes in curriculum is a problem especially in math and science. She also indicated that there is an overreliance on tests for grades and additionally that homework carries very little weight towards a grade.

Monthly Reports

- Treasurer’s Statement – The Board received the September Treasurer’s Statement.
- Investments – The Board received the September Investment Report
- The Board received Budget Reports for September.
- The Board received the September Insurance Report.

Action by Consent The following items were presented on the Consent Agenda:
1. Bills and Claims from Warrant # 413087 thru Warrant # 414217 totaling \$29,397,876.51 for the period of October 18, 2016 to November 21, 2016.
2. Adoption of the Personnel Report
Retirement – Certified
Patrick Dolan, end of 16-17 school year, NCHS, Social Science
Appointment – Certified (Full Time)
Joanna Hagood Cook, 11/21/16-5/26/17, NCHS, Mathematics
Andrea Mardyla, 1/9/17-5/26/17, NNHS, Science
Termination – Classified
Annemae Kulik-Lewis, November 9, 2016, Transportation, Bus Driver
Resignation – Classified
Berenice Lamas, November 8, 2016, Elmwood, Dual Language Assistant
Nancy Santana, November 8, 2016, JJHS, Special Education Assistant
Greg Severs, November 11, 2016, NNHS, Custodian
Thomas Stephan, November 11, 2016, WJHS, Academic Support Assistant
Employment – Classified
Jeffrey Dvorak, November 28, 2016, NCHS, Maintenance
Employment – Classified (Part-Time)
Molly Miller, November 21, 2016, KJHS, Computer Support Associate
ShunJane Buckley, November 21, 2016, Meadow Glens, Computer Support Associate
Joyce Kim, November 14, 2016, Meadow Glens, 3-5 Instructional Assistant
Employment – Non-Union-Classified

3. Board Meeting Minutes, 10/17/16, 11/7/16

4. Naperville Development Partnership Contribution

Mrs. Fitzgerald indicated that she reviewed the Bills and Claims with the Business Office this month. Of note was the fact that when we hire a teacher with Title 1 funds, the state charges the District its portion of the TRS pension payment. That percentage has recently increased by 2% for the state. We have and will continue to raise this issue with legislators.

Consent Agenda

Fitzgerald made a motion to approve the Bills and Claims from Warrant # 413087 thru Warrant # 414217 totaling \$29,397,876.51 for the period of October 18 to November 21, 2016 and all other items on the Consent Agenda with the exception of Item 3, Board Meeting Minutes 10/17/16, 11/7/16. Wandke seconded the motion. A roll call vote was taken. Those voting yes: Romberg, Fitzgerald, Fielden, Cush, Crotty, Jaensch, and Wandke. No: None. The motion carried.

Board Meeting Minutes 10/17/16

Fitzgerald made a motion to approve the Board Meeting Minutes from 10/17/16 as presented. Romberg seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Fielden, Wandke, Cush, Fitzgerald, and Romberg. No: None. Abstain: Crotty. The motion carried.

Board Meeting Minutes 11/7/16

Fitzgerald made a motion to approve the Board Meeting Minutes from 11/7/16. Crotty seconded the motion. A roll call vote was taken. Those voting yes: Jaensch, Crotty, Cush, Romberg, Fitzgerald, Wandke, and Fielden. No: None. The motion carried.

Communications
Student
Ambassador
Reports

Student Ambassador Reports

Thomas Zugay, NNHS reported:

- He enjoyed seeing so many of his friends being recognized earlier in the meeting.
- Winter sports are starting; The Boys Basketball team is playing their first game of the season tonight.
- Girls Swimming and Diving Team sent girls to the State meet.
- He has noticed a huge change in the school climate since Chris Heron spoke to the student body. His messages have resonated with the students.
- Parents of 2 students have recently passed away in the last couple weeks. Students have been very supportive of the families.
- He indicated that he is proud to represent NNHS as the Student Ambassador

Written
Communications

Freedom of Information Requests:

- Jake Griffin, Daily Herald request for water testing results.
- Ryan Liska request for bid documents related to playground upgrade

projects.

- Jared Rutecki, Better Government Association request for budget and personnel information.
- Dan Lichtenstein-Boris, Service Employees International Union Local 73 request for personnel information.

Superintendent
Staff/School
Reports

Dual Language/EL Update

Dr. Marion Friebus-Flaman gave an update on the Dual Language program and the English Learner program. She reviewed the requirements that the State has for the education of English Learners in public schools: Transitional Bilingual Education (TBE) – when a school has 20 or more English Learners with the same home language and Transitional Program of Instruction (TPI) when there are less than 20 English Learners with the same home language in a school. She reviewed the sites of the programs within the District indicating that there are just over 1000 students who are being serviced in the programs. She discussed the breakdown of language allocation by content area. The goals of the Dual Language and English Learner programs are similar in that they both strive to prepare students for college and career by engaging them in a rigorous pathway of instruction. There is some overlap in the programs with the overarching goal that all students be bilingual, bi-literate, and multicultural. She reviewed multiple charts of data from the Performance Series in Math and Reading for the different grade levels. She reviewed charts of data that indicate that the Dual Language program is beginning to close achievement gaps. Assessments are given to students to identify the needs of those who are not yet at grade level. Supports are determined to help students reach grade level. They are carefully monitored to ensure that the students are making the gains they need. We start working on the achievement gap in Kindergarten. It has been proven that children can learn to read and write in two languages at the same time. Children use the rules of one language to solve problems in the other language. We measure progress in both languages. She reviewed growth charts clearly indicating the achievement gap and the closing of it as students grew from fall to spring. The data indicates that we are moving in the right direction to close the achievement gap. Teachers and administrators know who the students are who need help and what needs they have. They are working hard to bring them up to grade level. Arrangements have been made for Dual Language teachers to meet as a PLC at the elementary and junior high levels, and bi-monthly meetings are held for the Dual Language Leadership team. Family engagement is another important component to the Dual Language and English Learner programs. There are two parent advisory groups: The Bilingual Parent Advisory Committee and the newly formed Dual Language Parent Advisory Group. These groups help families to understand our school system, become active in our schools and build a sense of community across schools and language groups. Additionally, a Dual Language Fair is being planned for spring to bring all Dual Language families across the six schools together to celebrate multiculturalism and bilingualism. Some action steps were reviewed including engaging with families to get feedback related to program improvement and increased participation in summer school. Gabriela Velazquez, Dual Language Coordinator and Betsy Koepnick, EC – 8 EL Coordinator were introduced. Several of the program’s teachers attended the meeting in support of the

program. They introduced themselves.

Questions/Comments from Board members:

- Great detail and celebrations.
- Good to point out areas of achievement gaps and successes.
- Family engagement is the key to learning.
- How does the Performance Series data correlate to PARCC data?
 - PARCC has more rigor; Performance Series leads up to the rigor of PARCC.
 - We continue to be vigilant at looking at scores and working toward closing gap areas.
 - We have curriculum maps that align with the standards.
 - As we get better at directing the students to the standards, the scores will get higher.
- Are you working with families on supports at home?
 - It is part of the goal to always look at how to help parents help their students.
 - Working to make reports easier for parents to understand.
 - Teachers are doing different things to help parents.
- What kinds of things are you doing to help support the junior high level students to take advanced courses in high school?
 - There are students who qualify for advanced classes.
 - High schools are reaching out to students at the junior high level to know about the opportunities – getting parents involved too.
 - We are considering developing an FAQ sheet for parents.
 - Teachers are differentiating and working with students to get to high school advanced classes.
- When you don't meet the minimum level of 20 kids, are they being tested the same way?
 - Each elementary school has at least one EL teacher. Students are in the general education classes and the teachers work together to provide native language support. We have tools to help students.
- We are having great success with this program.
- What are we doing in high school?
 - Teachers are working with students to help them communicate with each other and they are using technology.
- Do you treat students who have been in the program the same as one who just enters?
 - Students are supported where needed.
- Looking at spring to fall growth rates – do they use the same standards?
 - No, the test includes expected standards also.
- The ability to follow a cohort of students from year to year and see growth is a real credit to the team.
- What is on the wish list?
 - Continued support from the Board.
- Do you still have more English students who want to get in and there is not enough room?
 - Yes, especially at River Woods.
- The Board really appreciates the commendable dedication of the teachers. We are satisfied with the progress.

FY 2016 Audit

Superintendent Bridges indicated that The Board received copies of the annual audit report. He suggested that the Board take the next few weeks to review it and come back on December 19 with questions for discussion. Mr. Cauffman indicated that GASB 75 refers to the Governmental Accounting Standards Board issuing ruling 75 which replaces GASB 45 and 57 and affects how we calculate the liability the District has related to post retirement benefits.

Board Comment:

- Found it interesting that the Audit was signed the name of the company and not a person.
 - That is standard procedure.

President's Report

The Triple I Conference was last weekend and it went well.

Board of Education Reports

Board members attended sessions:

- Online and Blended learning session take away was that we should continue in that direction; there will be many changes in that area.
- Mr. Cush was the Board representative to the Delegate Assembly on Saturday. Both resolutions that our Board voted to not adopt, #1 impacting special needs students and #12 regarding polling places were not adopted by the assembly. He enjoyed the experience as well as learning how the process worked.
- The conference is great professional learning for Board members and all who attend.
- In the Diversity and Race pre-conference workshop many strategies were discussed to engage families and communities in student's education.
- Every Board has the opportunity to present at the conference.

Discussion Without Action

Five Year Financial Forecast/Citizen Finance Adviser Report

Superintendent Bridges reviewed the key points for the presentation:

- Based on the current assumptions we are projecting that we will have a balanced budget for the next five years;
- We are anticipating declining tax rates;
- We are on track to pay off 2008 bonds in February 2018 which will a permanent tax abatement;
- We are planning to make a tentative recommendation to abate the debt service levy;
- With the abatement, the tax levy for the average taxpayer will be about \$40.00 less;
- Our final recommendation will come in March.

When the Citizens Financial Advisors Committee met last week they gave some recommendations:

- Carefully monitor CPI;
- EAV growth is expected to be between 2% and 3% - use 3% for the model;
- New Growth is expected to be \$37 M – plan for 5% decline;
- Support for repurchase of 2008 bonds;

- Support for levy to full extent allowed;
- Support for considering new programs and services for students.

Mr. Cauffman indicated that the Five Year Financial Forecast (5Cast) is a comprehensive, interactive planning tool that the District uses in the budget development process, tax levy determination and general future planning. The District contracts with PMA Financial of Naperville who provides the 5Cast forecasting software and a consultant to assist the District with the planning tool. The current working budget is the key building block to develop the budget. Two major calculators, revenue and expenditures are driven by historical data, and input assumptions. We now have the FY2016 actual results of District operations so we can compare these figures to the original 2017 budget and make adjustments as appropriate, thus reducing the variance as much as possible. He reviewed the revenue assumptions noting that the Consumer Price Index (CPI) is the largest single revenue assumption. We will closely monitor the Wall Street Journal's CPI analysis and will be able to update our model in January when the 2016 CPI is known. New growth is the second biggest revenue assumption. Property tax values (EAV) are estimated to continue to recover in the future. Our enrollment is stabilizing; we are projecting a slight decline in the next few years. The total tax rate is expected to decline. Other local revenue is projected to remain stable. General State Aid and Federal grants are expected to remain flat. He reviewed a revenue sensitivity analysis which is important because it helps to understand how an individual assumption can impact the Five Year Financial Forecast. The Administration is considering recommending abating the 2016 debt services taxes.

The working budget is also a key building block for the expenditure forecast. Salaries and benefits account for the majority of the District's expenditures. For the five year forecast, we will assume that staffing levels will be flat. Some expenditures fluctuate from year to year. We do not expect the GSA formula or PTELL to change. There is a potential TRS shift. Mr. Cauffman reviewed an expenditure sensitivity analysis because like the revenue sensitivity analysis, it helps understand how an individual assumption can impact the Five Year Financial Forecast. We are predicting balanced budgets into the future.

Board Questions/Comments:

- As we go forward, we need to keep in line with the legislation.
- Is 10% still the right number to keep in reserve?
 - We will check with PMA to see if they have a different recommendation.
- There is very good dialogue with the Citizen's Financial Advisory Committee.
- Would like to see a model that shows a property tax freeze.
 - Our assumptions are contingent upon additional funding going into the model since we do not know where the state is going with its budget.
- Having a surplus on hand is helping us with loans.
- Lots of things can change in the next couple months given the state of finances and politics in Springfield. We should have a better feel in

March.

- It is important to continue to work with our legislators to get some things done.
- The reserve issue – we are at 10%, some districts carry a larger amount. It might be time to re-evaluate the issue.

2016 Tax Levy Determination

Brad Cauffman indicated that annually the District sets a tax levy which provides the District with more than 86% of its total revenue. The setting of the Tax Levy is governed by: The Truth in Taxation Law, School Code, Property Tax Code, and Property Tax Extension Limits Law (PTELL). Each law has specific requirements that must be followed. He explained each of the requirements indicating a timeline for adoption and potential abatement of the debt service levy. The tentative abatement would result in a decline of \$40.00 to the average taxpayer. Without the abatement, the average taxpayer would see a \$45.00 increase in taxes. The Citizens Financial Advisory Committee discussed the value of considering abating the debt service levy. The administration is tentatively recommending abating the Debt Service Levy provided there is no significant change in financial condition. The Board will be asked to make the final decision on the abatement at the March 6, 2017 Board meeting.

Board Comments/Questions:

- The Naperville Development Partnership helps us with our property taxes by developing businesses in the city.
 - The Naperville Development Partnership works really hard to see growth in the business community.
- There could be changes in the CPI which could affect the budget.
- Superintendent Bridges is a Board member of the NDP.

Discussion With
Action

Summer School 2017

Superintendent Bridges indicated that at the November 7 Board meeting a recommendation was presented for summer 2017.

Board questions/comments:

- Missing the information about additional costs for the 2017 recommendations.
 - We expect to spend an additional \$30,000 more than last year.
- What are we targeting for growth in the changes that we are implementing?
 - We do not have a specific number. We continue to monitor who is enrolling and align programs and offerings.
 - We continue to see growth in enrollment, we continue to target specific populations and align our curriculum to the summer programs.
- Would like to keep up the partnership with the Park District and continue to offer scholarships.
- Would like to see goals set.
 - We are pleased with the growth. We can try to find some benchmarks to see if we can set some realistic targets.
 - We have a significant team that has worked hard on this program. Learning Services and the summer educators have really

collaborated to build it.

- The goals are clear whether or not we have a metric. We have seen so much improvement.
- Want to make sure that all students and parents know what is offered and what help is available to them.

New Business

Old Business

Upcoming
Events

- NEF Breakfast December 8, 2016 – The NEF Foundation would like every Board member to attend if possible. Please RSVP.
- Alliance Leadership Summit - Feb 21 and 22, 2017. The Lobby day is the second day.
- Board Self-Evaluation November 30, 2016
- Key Dates for Board Candidates - 5 seats open: 4 four-year terms and 1 two year term.

Adjournment

Romberg made a motion to adjourn the meeting at 9:34 p.m. Crotty seconded the motion. A unanimous voice vote was taken. The motion carried.

Approved

December 19, 2016

Terry Fielden, President
Board of Education

Ann N. Bell, Secretary
Board of Education