



FOR IMMEDIATE RELEASE

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Board of Education Responds to NUEA Strike Authorization Vote

Board Remains Focused on Students and Reaching Agreement

NAPERVILLE, IL – The Naperville 203 Board of Education values the district’s educators and the essential work they do every day for students. Despite the vote of the Naperville Unit Education Association (NUEA) to authorize a strike, the Board remains fully committed to reaching a fair, fiscally responsible solution focused on keeping students in school.

“We believe we can find common ground that supports our educators, respects our taxpayers, and keeps our students learning without pause,” said Charles Cush, President of the Naperville 203 Board of Education. “Negotiations can be challenging, but our community’s children are worth every effort we make to reach a solution together.”

“We have an opportunity right now to show our students what problem solving and collaboration look like. By working together, we can ensure that their education remains strong, stable and uninterrupted,” said Dan Bridges, Superintendent of Naperville 203. “I see the dedication our educators bring to their classrooms every day, and I understand the board’s responsibility to our entire community. I believe we can honor both commitments.”

The Board has presented a competitive offer that includes:

- Raises all four years and an **average compounded raise of over 10% across the first two years** of the contract.
- Continuing **85% board-paid health insurance** premiums.
- A **starting salary that would increase by over 5%** in the first year of the contract.

Naperville 203 teachers would remain among the highest paid and have the highest board-paid benefits in the region. In fact, according to the Illinois School Report Card and published salary schedules for benchmark districts for the 2025-26 school year, **Naperville 203 is the only benchmark district that ranks in the top four in starting salaries, average salaries, top-of-salary schedule, board-paid benefits, and certified staff-to-student ratios.**

“We believe that thoughtful decisions come from careful consideration of facts and evidence, and that’s a standard we share with our educators. We look forward to the NUEA sharing the extensive

research they have completed to support their proposals so that we can better understand and consider the union's perspective," Cush said.

To maintain a balanced budget, recurring expenses must not exceed revenue. This reality, acknowledged by the NUEA's own suggestion to use savings to cover costs, demonstrates that the proposal is neither affordable nor sustainable in the long term.

A strike authorization does not mean a strike will occur immediately. Negotiations are scheduled to resume on Tuesday, August 19.

"We are hopeful that continued good-faith discussions will lead to an agreement without disrupting learning," said Cush. "We invite the union to work with us to finalize a contract that benefits teachers, students, and the community alike."

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ABOUT US: The mission of [Naperville Community Unit School District 203](#) is to empower students to develop a learner's mindset, demonstrate adaptability, communicate effectively, think critically, and become global citizens.

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