
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT DISTRICT ADMINISTRATION CENTER, 203 WEST HILLSIDE ROAD, NAPERVILLE, IL.
August 4, 2025 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

President Charles Cush called the meeting to order at 6:01 p.m. Board members present: Charles Cush, Kristine Gericke, Melissa Kelley Black, Holly Blastic, Amanda McMillen, and Marc Willensky.

Administrators present were:

Dan Bridges, Superintendent,

Dr. Mark Cohen, Deputy Superintendent High Schools

Dr. Meredith Haugens, Assistant Superintendent for Resources Officer,

Michael Frances, Chief Financial Officer/CSBO

Lisa Xagas, Assistant Superintendent for Strategy and Engagement

Chuck Freundt, Assistant Superintendent for Leadership and School Services

Gretchen Gallois, Director of Human Resources

Closed Session

Amanda McMillen moved, seconded by Kristine Gericke to go into Closed Session at 6:01 p.m. for consideration of:

1. Pursuant to 5 ILCS120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel, including hearing testimony on a complaint lodged against an employee or legal counsel to determine its validity.
2. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the public body and its employees or their representatives.
3. Pursuant to 5 ILCS 120/2(c)(5) The purchase or lease of real property for the use of the school board, including meetings held for the purpose of discussing whether a particular parcel should be acquired.

A roll call vote was taken, those voting yes: Blastic, Cush, Gericke, McMillen, Willensky, and Kelley Black. Those voting no: Absent: Kozminski. None. The motion carried.

The Board of Education entered closed session at 6:02 p.m.

Member Kozminski joined the closed session at 6:05 pm via telephone.

Meeting Opening

Amanda McMillen made a motion, seconded by Kristine Gericke to return to Open Session at 7:03 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Blastic, Kelley Black, Willensky, Cush, and Kozminski. No: None. The motion carried

Welcome and Mission

Charles Cush welcomed all and read Naperville Community Unit School District 203's Mission Statement.

Roll Call

Board members present: Charles Cush, Kristine Gericke, Amanda McMillen, Melissa Kelley Black, Joe Kozminski via phone, Holly Blastic, and Marc Willensky.

Pledge of Allegiance

Led by the Board of Education

Administrators present: Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Administrative Services, Mark Cohen, Deputy Superintendent/High Schools, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Leadership and School Services, Meredith Haugens, Assistant Superintendent for Human Resources, Rakeda Leaks, Executive Director for Diversity, Equity, Inclusion and Belonging, Katie Matthews, Assistant Superintendent for Elementary Education, Melissa McHenry, Assistant Superintendent for Student Services, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Strategy and Engagement.

Recognition:

Good News:

We're excited to announce that beginning August 6, employees and their eligible family members will have access to direct primary care and mental health services through our new Priority Care Clinic through Marathon Health.

This benefit is available to employees, spouses, and dependents who are covered under the district's health plan.

We're proud to offer expanded care options to support the health and well-being of our team!

Naperville North's Roam Travel team — Noah Wrodarczyk, Bremen Dinh, and Aayush Thakkar — placed top 5 in the nation at INCubator EDU's National Pitch Night in Chicago with their product, the *Roam Link*, a smart travel accessory that secures multiple bags to one suitcase.

They earned \$3,000 at our local pitch night and caught the attention of business leaders from across the country. A huge first for District 203 — congrats to these young entrepreneurs!

NNHS closed out its football summer camp with a spirited scrimmage for all levels and a team cookout to celebrate.

A heartfelt thank you to the parents who helped with the cookout — your support plays a big role in creating these meaningful moments.

It was a great day to be a Huskie and an even better way to end a fantastic summer!

Congrats to Hannah Leong, a rising senior at Naperville Central, for being selected as one of just 102 students nationwide to attend American Legion Auxiliary Girls Nation Program in Washington, D.C.!

She'll represent Illinois as a "senator" in a weeklong civic leadership program, including mock Senate sessions, Capitol Hill visits, and more!

We're so proud to see her leadership recognized nationally!

NCHS football team and coaches are incredibly grateful to the coaching staff at Hope College for hosting our football team for this year's overnight camp. From the moment our buses arrived, we received first-class treatment and unmatched hospitality.

It was an unforgettable experience that created a lifetime of memories for our young men — thank you for helping shape this special chapter in their journey!

Public Comment:

President Cush gave the parameters for public comment.

Several educators and former district leaders expressed significant concerns about ongoing contract negotiations, financial compensation, and overall staff morale within the district.

Speakers expressed disappointment over the district's approach to compensation, which they felt was insufficient and not aligned with rising inflation and living costs. The district's claim of financial sustainability was viewed as an excuse to deny fair compensation, with accusations of offering below-market raises and undermining the profession.

Several speakers questioned the district's financial claims, pointing out discrepancies between tax relief initiatives, large cash reserves, and the disparity in pay increases for administrators versus educators.

Educators noted that despite financial surpluses and taxpayer support, raises for teachers remained stagnant or below inflation.

Teacher morale was a recurring concern, with many participants noting that educators felt undervalued and disrespected by the district. Survey results and anecdotal evidence were cited to highlight how teachers felt unheard and unsupported by district leadership.

Specific grievances included the district's failure to involve staff in key decisions, such as the implementation of an innovative school day, without adequate input or consultation from educators or the broader community.

Several comments emphasized that the district's use of equity as a buzzword was not backed by corresponding actions. Educators called for the district to demonstrate true equity by offering wages that support teachers' basic needs and dignity, allowing them to balance family life without resorting to second jobs. Some speakers pointed out the district's misleading financial practices, such as using district messaging systems to spread misinformation or cherry-pick financial data to frame teachers as greedy. The large administrative raises (almost 19% over four years) were contrasted with the smaller raises received by educators (7% over the same period), further fueling concerns about fairness.

A historical anecdote was shared about the district's behavior during past contract negotiations, specifically a 1991 strike triggered by district actions perceived as unfair and undermining of teachers' efforts. This was seen as a pattern of behavior, with some participants noting the continued use of the same law firm, which had previously been involved in unfair labor practices.

The general sentiment among the speakers was one of frustration and a strong desire for the district to value its educators through fair compensation and genuine respect. Teachers emphasized that positive school environments and the district's success are inherently tied to the well-being and recognition of the educators who make these achievements possible. Many urged the district to align its actions with its stated values and ensure that teachers are adequately compensated and treated with dignity and respect.

Community members, environmental leaders, and students expressed strong support for the district's climate leadership and urged the board to formally oppose a proposed 20-year extension of Naperville's contract with the Illinois Municipal Electric Agency (IMEA).

Speakers commended the district's carbon action plan as a model for sustainability but warned that extending the IMEA contract would prolong dependence on coal, significantly increase greenhouse gas emissions, and make the district's 2035 and 2050 carbon reduction goals nearly impossible to achieve. They cited IMEA's coal plant as a top greenhouse gas emitter in Illinois and the nation, noted that the agency has lobbied against environmental protections, and highlighted the absence of price guarantees in the proposed contract.

Student voices reinforced the urgency, pointing to organized rallies, petitions, and the long-term environmental impact on future generations. All urged the board to maintain its leadership role on climate issues by rejecting the contract renewal and setting an example for other districts and communities.

A community member expressed concerns about potential Title IX violations related to the participation of males in girls' sports and access to bathrooms and locker rooms. Citing recent policy changes by various educational institutions and sports organizations, the speaker criticized the board for inaction and reliance on non-binding guidance, framing decisions as being left to minors' self-identification on a given day.

The remarks included warnings of anticipated Department of Education findings within the next several months, predicting significant consequences for the district by late fall. The speaker urged the board to adopt policies aligning sports participation with biological sex, provide designated facilities with unisex alternatives, and cease practices they described as violating students' civil rights and misusing taxpayer funds for legal defense.

President Cush reminded the Board and Community that because questions raised during Public Comment address District Operational matters board has designated our Superintendent

as the spokesperson for the District. As our designate to respond to Public Comment, he will apprise the Board accordingly.

Action by Consent:

1. Adoption of Personnel Report

	Effective Date	Location	Position
REASSIGNMENT-ADMINISTRATION			
Danielle Culberson	8/5/2025	Elmwood	Interim Principal
RESIGNATION-CERTIFIED			
Angela Lewandowski	7/15/2025	NNHS	FACS Teacher
Amy Vogel	8/10/2025	Ann Reid	Physical Therapist
Jennifer Wolf	7/15/2025	NNHS	School Counselor
Courtney Hummel	8/10/2025	River Woods	Kindergarten Teacher
APPOINTMENT-CERTIFIED FULL-TIME			
Jon Jennings	8/11/2025	NCHS & NNHS	CTE Teacher
Gianna Bauer	8/11/2025	Ellsworth	3rd Grade Teacher (1st Sem)
Sibila Mabbott	8/11/2025	Mill Street	5th Grade Dual Language Teacher
Tristan Capshaw	8/11/2025	Elmwood	2nd Grade Teacher
Brianna King	8/11/2025	Mill Street	Art Teacher
Alyssa Estvander	8/11/2025	Steeple Run	5th Grade Teacher
Rachel Byers	8/11/2025	Prairie	Kindergarten Teacher
Kaitlin Spear	8/11/2025	Beebe	2nd Grade Teacher
Nicole Brown	8/11/2025	River Woods/ Mill St.	Speech Language Pathologist
Jeanine Sadowski	8/11/2025	Connections	Speech Language Pathologist
Kaitlyn Appleby	8/11/2025	NNHS	FACS Teacher
Nicholas Hudgins	8/11/2025	NNHS	School Counselor
Sybil Carpenter	8/11/2025	Beebe	4th Grade Dual Language Teacher
Carly Miceli	8/11/2025	KJHS	8th Grade ELA Teacher
Mylene Dial	8/11/2025	Scott	3rd Grade Teacher
Christine Navea	8/11/2025	Highlands	Kindergarten Teacher
Maria Morgan	8/11/2025	Meadow Glens	Kindergarten Teacher
Amanda Duran	8/11/2025	NNHS	Choir Teacher
REVISED CONTRACT-CERTIFIED FULL-TIME			

Keri Close	8/11/2025	Scott	Learning Behavior Specialist
Jacob Wagner	8/11/2025	NCHS	Physical Education
Sarah Baxter	8/11/2025	PSAC	Physical Therapist
REVISED CONTRACT-CERTIFIED PART-TIME			
Erin Truesdale	8/11/2025	NNHS	Math Teacher
RE-EMPLOYMENT-CERTIFIED PART-TIME			
Rachel Alexander	8/11/2025	Beebe/Steeple Run	Art Teacher
Alanna Landin	8/11/2025	Beebe/Steeple Run	Music Teacher
LEAVE OF ABSENCE-CERTIFIED			
Kelly McNamara	10/23/25 - 5/22/26	River Woods	1st Grade Teacher
Azima Galaria	08/28/25 - 5/22/26	Beebe	Reading Specialist
Anna Scherl	11/3/25 - 10/22/25	Highlands	Kindergarten
RESIGNATION-NON-UNION CLASSIFIED			
America Villalobos	8/10/2025	PSAC	Communications Specialist
RESIGNATION-CLASSIFIED			
Amy Churchill	7/31/2025	Beebe	Instructional Paraprofessional
Amanda Lasky	7/15/2025	NNHS	Special Education Paraprofessional
Helen Bowyer	8/12/2025	Mill Street	Instructional Paraprofessional
Olivia Luporini	7/17/2025	Elmwood	Instructional Paraprofessional
Jacqueline Hernandez	8/1/2025	Steeple Run	Senior Secretary
Funda Yazici	8/12/2025	Mill Street	Instructional Paraprofessional
Carolina Ochoa	7/23/2025	River Woods	Dual Language Paraprofessional
Laura Hirsch	8/6/2025	Prairie	Instructional Paraprofessional
Tamara Hodalic	8/10/2025	Scott	Special Education Paraprofessional
Uzma Zaidi	8/12/2025	NNHS	Behavior Support Paraprofessional
Blanca De La Garza	8/12/2025	Beebe	Dual Language Paraprofessional
Emilie Mineo	8/1/2025	Steeple Run	Special Education Paraprofessional
Caroline Loftus	7/31/2025	Ann Reid	Special Education Paraprofessional

Christine Navea	8/10/2025	Highlands	Instructional Paraprofessional
REASSIGNMENT-NON-UNION CLASSIFIED			
Manjula Pulse	8/4/2025	PSAC	Bookkeeper
EMPLOYMENT-CLASSIFIED FULL-TIME			
Alyssa Ritson	8/5/2025	Meadow Glens	Senior Secretary
Tracey Burke	8/1/2025	Kennedy	Senior Secretary
Jennifer Umbright	8/14/2025	Naper	Technology Support Associate
Matthew Roy	7/29/2025	Kennedy	Custodian
Christine DeRenzis	8/13/2025	Kennedy	Special Education Paraprofessional
Stacie Bauman	8/13/2025	Ann Reid	Special Education Paraprofessional
David Snyder	8/13/2025	Connections	Special Education Paraprofessional
Analy Cruz-Landaverde	8/13/2025	Prairie	Special Education Paraprofessional
Jennifer Piket	8/13/2025	Lincoln	Classroom Nurse
Kevin Woitas	8/13/2025	Madison	Special Education Paraprofessional
Tiffany Reilly	8/13/2025	Prairie	Special Education Paraprofessional
Seethalakshmi Govindan	8/13/2025	River Woods	Special Education Paraprofessional
Edith Adan Bante	8/13/2025	Elmwood	Dual Language Paraprofessional
Malik Wells	8/13/2025	NNHS	Special Education Paraprofessional
Laura Kuschell	8/5/2025	NNHS	LRC Assistant
Aarin Sanford	8/8/2025	Washington	LRC Paraprofessional
Lilliam Aguirre	8/13/2025	Connections	Special Education Paraprofessional
Kylie Tran	8/13/2025	Elmwood	Classroom Nurse
Alejandro Sanchez	8/13/2025	Meadow Glens	Special Education Paraprofessional
EXTEND LEAVE OF ABSENCE-CLASSIFIED			
Kelley Pruitt-Morrison	8/13/25-8/12/26	Ann Reid	Special Education Assistant

A board member thanked staff for sharing feedback when leaving the district, particularly specific reasons for departure.

- Emphasized that resignation letters are reviewed to identify patterns, address concerns, and highlight strengths. Encouraged honest feedback for improvement and retention of talented staff.
- Clarified that board members receive copies of all resignation letters from closed session discussions of personnel

Amanda McMillen made a motion to approve the Personnel memo, as presented, seconded by Kristine Gericke. Those voting yes: Kozminski, Kelley Black, McMillen, Willensky, Gericke, Blastic, and Cush. No: None. The motion carried.

2. District Behavior Threat Assessment Plan and Team

A board member thanked administration for the detailed work on BTAM guidance, stressing the importance of ensuring BTAM does not function in isolation but is backed by timely, effective, and documented supports for students with intensive needs, IEPs, 504 plans, MTSS Tier 2 and 3 interventions. How does the district monitor if students receiving IEPs, 504 plans, or Tier 2/3 MTSS interventions are making timely and measurable progress towards their behavioral, academic, and social-emotional goals, and what data is gathered?

Mrs. McHenry clarified that the purpose of BTAM is separate from MTSS or IEPs. BTAM determines the level of threat a student may pose. After the threat assessment, a team might consider if MTSS or an evaluation for disability is needed, but this is a follow-up, not part of the initial BTAM process. Stated BTAM is a response to a threat, not a list or program.

Board member argued that the provided information to Board members specifically mentions MTSS as part of BTAM. Stressed that understanding the root cause and how students get on a risk list is crucial for prevention

Mrs. McHenry shared this is not my opinion, this is a process. Team would look at the individual student to see what the follow up needs to be. This would be done first then...MTSS would be used if the process indicates that.

Superintendent Bridges added that this is not a program. It is a response to a perceived threat.

My questions are valid. These are legitimate questions.

Mrs. McHenry stated these questions are valid but are not a part of BTAM.

A Board member gave an example. Sounds like you are asking if students who have special needs are more likely to create threats. Are you wanting to know some statistics?

Board member asked to put this topic on the agenda for the next meeting so the public can also find out.

Board member noted it is on the Board calendar.

Superintendent Bridges suggested the question be submitted in writing for appropriate response, while noting privacy concerns regarding student data. Also suggested it could be included in the annual discipline reports.

Personally, it makes sense so it is a focused conversation.

Please send the question so there is an opportunity to respond.

Are school lock downs part of the BTAM?

Mrs. McHenry stated no it is not a part of this.

Where do school lock downs go.

Superintendent Bridges stated that will be on a safety report.

A Board member expressed concern about a presumption in the question that students with disabilities or special needs are at higher risk of making threats, calling it stigmatizing and harmful and untrue nationally. Stated the board should look at data if it exists, but at the appropriate time.

Board member clarified that as a parent of children with special needs, she did not intend to give that impression but was seeking ways to support all children to prevent the need for threat assessments, driven by parental concerns about unmet IEP goals or services.

Kristine Gericke made a motion to approve the District Behavior Threat Assessment Plan and Team as presented, seconded by Amanda McMillen. Those voting yes: McMillen, Kozminski, Blastic, Cush, Gericke, Kelley Black, and Willensky. No: None. The motion carried.

3. Concussion Oversight Team

Who gets trained on the concussion protocol and how are they trained?

Mrs. McHenry stated the discipline supervisor of health services trains all classroom nurses at the beginning of the school year, who then train health office staff. High school athletic trainers receive training through IHSA. A standardized protocol ensures consistent questioning when students exhibit possible concussion signs.

Do we have a standardized way it is being taught at each school?

Mrs. McHenry stated yes and that is the purpose of this oversight team.

This question was asked earlier, is this education provided to students so they are aware when to seek help or advocate for others?

Mrs. McHenry noted she did not recall seeing this question earlier and will get back to you on that.

Amanda McMillen made a motion to approve the Concussion Oversight Team as presented, seconded by Kristine Gericke. Those voting yes: Cush, Kelley Black, Blastic, Willensky, Kozminski, McMillen, and Gericke. No: None. The motion carried.

Board of Education Reports:

Board member Willensky thanked principals Jackie Thornton, Julie Scott, and Brian Zallis for meeting with him as leaders for his adopted schools.

Board member Kelley Black stated she was removed from all Board committee and representative school assignments without prior notice, discussion, or explanation. Reaffirmed commitment to student success, listening to families/educators, and transparency. Invited community members (students, teachers, staff, parents) to reach out to her via district email for visits or ideas, with advance notification to the superintendent's office.

Board member McMillen reported on her role as a Board representative on the statewide IASB SEL committee to revise standards. Noted a live webinar and public feedback opportunity on the IASB website for the revised draft

President's Report:

President Cush noted that loaded into BoardDocs is the schedule of Bills and Claims. This monthly process involves board members reviewing district expenditures with a member of Mike Frances' team, with the responsibility rotating monthly among Board members

Bills and Claims Schedule

President Cush gave an overview of the schedule of the Bills and Claims review. The schedule has been shared with the community in BoardDocs.

Board member stated she declined to participate in the current bills and claims process due to legal and fiduciary obligations. Argued that the process does not provide the necessary information to verify how public dollars are being spent, citing missing ISBE compliant fund/object codes, expenditure descriptions, department/program designations, and identification of individuals/roles responsible. Stated she cannot in good conscious approve and review financial claims without the proper documentation and controls. Expressed commitment to supporting improvements to financial oversight. Stated she would respectfully decline to sign off on the expenditures of the taxpayer money without changes to ensure informed decisions aligned with Illinois law, ISBE guidance, or public trust.

President Cush stated that all processes, posting, and sharing of information are compliant with IASB regulations, and the district maintains the highest financial rating by the state of Illinois.

Superintendent Bridges invited other Board members to speak to the process.

Board member disagreed with statement. Stated she appreciates that bills and claims allow Board members to look into the weeds and perform their own audit of hundreds of purchases. Noted that questions about patterns, high costs, or business relations are answered by the Business department, making her better at fiduciary duties. Explained the mentorship process for new Board members, where they shadow, then lead with observation, then fly solo. Stated that any lawsuit would be against the Board as a whole, not an individual, and the process uses a point person, Michelle Swope, to avoid multiple Board members asking the same questions. Respects the current process.

Board member agreed, adding that even without shadowing, reviewing BoardDocs provides informative transparency, allowing her to see payments for her child's activities and connect expenses to student/school activities. Appreciates the detail of oversight.

Board member agreed, calling it a fantastic opportunity to understand how the district does business and see different expense types. Stated Michelle Swope answered all questions with appropriate detail, confirming controls and accounting. Stated it provides Board oversight. Board member agreed, appreciating the opportunity to see where money goes and understand processing.

Board member stated it has always been a good opportunity and allows Board members to go in the weeds. Emphasized it's one piece of a larger financial picture including budget, audit reports, and presentations. Highlighted seeing that all receipts are reviewed for policy compliance, showing policy is followed. Stated a memo from the district's attorney confirms their process is good and it is right, so she wouldn't change this duty.

President Cush added that her stance is an excuse for your failure to willingness to do the work. He reiterated that the attorney's letter debunked any claims of legal jeopardy. He challenged her to provide a letter from an actual attorney to support her claim. Stated She has been on the board for 26 months, and other members have substituted for her multiple times because she refused to the process. He argued that looking at the roughly \$30 million spent is the most fiduciary responsibility. Called her the only Board member in 20 years or so in looking back that's ever said that or made some comment around the fact that the work that Mike Frances and his staff do around bills and claims to make sure that the information that is provided is appropriate and found this quite appalling. He pointed out that she has voted yes every single time on bills and claims except for one occasion when she abstained/voted no after being called out for not doing her turn, despite her stated issues with the process. Argued that if she has a problem, she should vote no or abstain consistently.

Board member accused the President of using an unprofessional manner and raised an unrelated issue about a criminal complaint and police officers come to my house.

President Cush interjected, stating this was not an agenda item and was off-topic from bills and claims.

Board Member stated that long-standing practices may not align with IASB views, and simply stating it's an old practice or what new members have experienced isn't necessarily correct. Asked the President to repost the legal letter, claiming it does not state what you said.

A Board member called Point of Order.

President Cush upheld the Point of Order.

Superintendent/Staff/School Reports:

Welcomed Administrators today and tomorrow will partner with NUEA and welcoming new educators. Partnering with NESPA for ESP training on August 7. August 14 will be the first day of school for about 16,000 students.

Superintendent Bridges noted that Public Act 104-0031 on safe gun storage was signed into law on July 28, 2025, effective January 1, 2026. The District intends to reshare a March 2025 letter signed by the regional office of education, DuPage County State's Attorney, Sheriff, and Chiefs of Police, along with a safe storage fact sheet. This will be shared via Talk 203 messaging and posted to the district's

safety and security website. The district's Director of Safety and Security, Lou Cammiso was selected as an advisor for the DuPage County Safe Schools Network.

Board member thanked Superintendent Bridges for the operations work. Firearms are the leading cause of death for children and teens. Unsafe storage is often the case when children and people in crisis die by a firearm. Need to ask families if there are guns, are they secured safely.

President Cush added that as Home and School representative, he plans to bring up the issue at the next home and school meeting to drive awareness.

Discussion without Action:

None.

Discussion with Action:

Policy 4.20 Update

Superintendent Bridges reviewed the discussion from July 14. Using the excess in Fund 4.20 for a nonrecurring expense. This is long overdue initiative we can take to support our transportation facility, bus drivers, mechanics, and those who work in the offices.

Board Questions/Comments:

Board member expressed respect for transportation staff and agreement that the current facility is outdated. She advocated for a thoughtful pause before committing to \$14 to \$17 million capital project. She questioned the timing given discussions of potential staff cuts, service reductions, or a future referendum. Suggested exploring lower-cost alternatives using existing nearby district buildings for restrooms and administrative space. She is worried that moving ahead without reviewing other budget areas, understanding the full impact on staffing/student services, and weighing the right moment sends the message that buildings matter more than people. She requested a side-by-side comparison of feasible alternatives, clear accounting of project impact on staffing, and a district-wide plan to ensure capital projects don't interfere with student-facing services. She clarified that delaying the building is not meant to impact expansion of electric buses.

Board member believes the District can do both. Emphasized that happy staff leads to happy kids and that investing in a safe, comfortable, multi-utility building allows for growth of the fleet, including electric buses, aligning with carbon footprint reduction.

Board member agreed the District can do both and that the recommendation follows policy. Stated it's a chicken and egg situation: happy employees need a welcoming environment. Noted the transportation facility has been an on again off-again conversation for years and is not a snap decision. Believed it cannot be put off any longer, as they are beyond band-aids and operating in an emergency situation.

Board member agreed with previous comments, adding that the project is within the existing footprint and needs to remain in its central location for operations. Supported investing in this specific plan and location to continue investment in electric buses.

Board member wants to clarify that this is just the building. This isn't necessary to expand our fleet of electric buses. I am saying not to improve, just not now.

President Cush emphasized the crucial role of district-employed drivers and mechanics. Stated they deserve a facility that meets standards.

Amanda McMillen made a motion to approve the Policy 4.20 Update as presented, seconded by Kristine Gericke. Those voting yes: Gericke, Blastic, Kozminski, Cush, Willensky, and McMillen. No: Kelley Black. The motion carried.

Naperville 203 Board of Education Position Statement

Superintendent Bridges stated that Joe Kozminski and Mark Willensky are liaisons of the CAP. They have written a statement regarding the city of Naperville's IMEA contract.

Board Questions/Comments:

Board member stated the unanimously approved Carbon Action Plan (CAP) needs continued Board support. He viewed the contract renewal as an opportunity for the Board to stand behind the Carbon Action Plan and advocate for the city to maintain flexibility for clean energy sources. He emphasized the Board's obligation to amplify what it is that our students are feeling, as many students are concerned about climate change and the IMEA contract. He cited the science on fossil fuels contributing to negative health outcomes and student performance. He urged the board to look out for the health and safety of our students.

Board member added he is proud of the District's strong CAP with net zero emissions goals by 2050 and 35% reduction by 2035. He stated the 2050 net zero goal would be very challenging if the IMEA contract were extended. He appreciated strong community and student support, noting students are the most impacted long-term. He emphasized that as a major electricity consumer, the District must support the position statement opposing the IMEA extension to combat climate change and mitigate impacts.

Board member shared she is grateful for students and CAP developers. Stated the Board represents Naperville 203, including residents of Lisle, Woodridge, and Bolingbrook, whose tax dollars fund electricity from Naperville utilities. Believed the Board is their only voice on this matter, as they are equally impacted by climate change.

Board member thanked Mark and Joe for leadership, expressing pride in taking a public statement for the first time as a Board.

Board member stated she is excited by the initiative. Stated she has to stand with our students on this one. Acknowledged learning from students' advocacy and adamant approach. Recognized that while weighing in on other public entities' business is not typical, this feels different due to representing a large portion of the community, especially children and their future.

President Cush echoed previous sentiments. Linked the action to the revised mission statement, which speaks about empowering students to become global citizens, stating the Board should model this. Emphasized that the District could not achieve its CAP goals if it remained silent as a major electricity consumer.

Amanda McMillen made a motion to approve the Naperville203 Board of Education Position Statement as presented, seconded by Kristine Gericke. Those voting yes: Cush, McMillen, Kozminski, Kelley Black, Blastic, Willensky, and Gericke. No: None. The motion carried.

Consideration of Board of Education Expenses

Superintendent Bridges noted expenses for board travel, meals, lodging, and training for new board members, as required by policy 2.125, were presented for approval by roll call vote. These expenses are for new Board member training.

Board Question/Comments:

None.

Amanda McMillen made a motion to approve the Board of Education Expenses as presented, seconded by Holly Blastic. Those voting yes: McMillen, Blastic, Gericke, Willensky, Kelley Black, Cush, and Kozminski No: None. Motion carried.

New Business

None

Old Business

None

Upcoming Events

August 5-New Educators Breakfast

August 7 ESP training

August 14, 2025 First Day of Classes

August 18, 2025 next meeting will be held at the District Administration Building.

Adjournment

Amanda McMillen moved seconded by Kristine Gericke to adjourn the meeting at 8:55 p.m. Those voting yes: Cush, McMillen, Blastic, Willensky, Kelley Black, Kozminski, and Gericke. Those voting no: None. The motion carried.

Approved: August 18, 2025

Charles Cush, President
Board of Education

Susan S. Patton, Secretary
Board of Education