
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.
September 3, 2025 AT 7:15 P.M., CLOSED SESSION 7:00 p.m.

Call to order

President Charles Cush called the meeting to order at 7:00 p.m. Board members present: Charles Cush, Kristine Gericke, Melissa Kelley Black, Holly Blastic, Amanda McMillen, Joe Kozminski, and Marc Willensky.

Administrators present were:

Dan Bridges, Superintendent,

Dr. Meredith Haugens, Assistant Superintendent for Resources Officer,

Michael Frances, Chief Financial Officer/CSBO

Closed Session

Amanda McMillen moved, seconded by Joe Kozminski to go into Closed Session at 7:00 p.m. for consideration of:

1. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the public body and its employees or their representatives.

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

The Board of Education entered closed session at 7:00 p.m.

Meeting Opening

Amanda McMillen made a motion, seconded by Kristine Gericke to return to Open Session at 7:29 pm.

A roll call vote was taken. Those voting yes: McMillen, Gericke, Blastic, Willensky, Cush, and Kozminski. No: None. Absent: Kelley Black. 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, Joe Kozminski, 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.

Public Comment:
None.

Discussion with Action:

Collective Bargaining Agreement Between Naperville 203 and NUEA
Superintendent Bridges stated that the Board of Education and the NUEA have reached a tentative agreement on a new contract. The NUEA presented this agreement to its membership, who have since ratified it. The agreement will be presented to the Board for final action, with a recommendation for approval.

Board Questions/Comments:

Expressed thanks to the bargaining team for the "countless hours" they dedicated to working on the contract and reaching an agreement with the union.

Provided a full disclosure that his daughter had applied for a part-time job with the district but was not hired. He affirmed he has no financial interest in the contract and would be voting. Echoed thanks to the negotiating teams from both the NUEA and the district for their "tremendous job" and hard work. Recognized that the district's greatness comes from everyone working together in the best interest of the students

Agreed with her colleagues, thanking the bargaining teams for the extensive hours they put in, both at the negotiating table and in preparation for long meetings. Noted that the "demand to bargain" came in December, meaning negotiations lasted for about eight or nine months, demonstrating the teams' dedication. Shared that as part of board leadership, she was able to sit in on some meetings to listen and understand the talking points and concerns of each side. Expressed personal and professional gratitude for the experience, which allowed her to deepen relationships and appreciate what the district provides for students and the community

Also echoed the thanks already given to the negotiating teams. Extended a special thanks to the family members of the negotiating team members, recognizing the sacrifice they made by lending their loved ones for late nights and long hours away from home

Amanda McMillen made a motion to approve the NUEA Agreement as presented, seconded by Joe Kozminski. Those voting yes: Kozminski, McMillen, Willensky, Gericke, Blastic, and Cush. Those voting no: None. Absent: Kelley Black. The motion carried.

Superintendent Bridges congratulated all on the new four-year contract with the Naperville Unit Education Association. The agreement secures stability for the district in the coming years and addresses key terms. A series of communications about the new contract will be sent to the media, staff, and community

Adjournment

Amanda McMillen moved seconded by Kristine Gericke to adjourn the meeting at 7:36 p.m. Those voting yes: McMillen, Kozminski, Blastic, Cush, Gericke, and Willensky. Those voting no: None. Absent: Kelley Black. The motion carried.

Approved: September 22, 2025

Charles Cush, President
Board of Education

Susan S. Patton, Secretary
Board of Education