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MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT  
SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT Kennedy Junior  
High School, 2929 Green Trails Road, Lisle, IL 60532  
April 21, 2025 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

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### **Call to order**

President Kristine Gericke called the meeting to order at 6:02 p.m.

Board members present: Kristine Gericke, Kristin Fitzgerald, Melissa Kelley Black, Donna Wandke, Amanda McMillen, Joe Kozminski, and Charles Cush. (arrived at 6:05 pm).

Administrators present were:

Dan Bridges, Superintendent,

Michael Frances, Chief Financial Officer,

Dr. Mark Cohen, Deputy Superintendent/High Schools,

Dr. Meredith Haugens, Assistant Superintendent for Human Resources,

Lisa Xagas, Assistant Superintendent for Strategy and Engagement

### **Closed Session**

Donna Wandke moved, seconded by Joe Kozminski to go into Closed Session at 5:01 pm for consideration of:

1. Pursuant to 5 ILCS 120/2(c)(21) Discussion of minutes lawfully closed under the Open Meetings Act, whether for purposes of school board approval of the minutes or semi-annual review of the minutes as mandated by the Act. 03/24/2025, 04/07/2025.
2. Pursuant to 5 ILCS 120/2(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.
3. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the school board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.
4. Pursuant to 5 ILCS 120/2 (c)(11) Litigation, when an action against, affecting or on behalf of the school board has been filed and is pending before a court or administrative tribunal or when the school board finds an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.
5. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the school board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.

Those voting yes: Fitzgerald, Gericke, McMillen, and Wandke. Those voting no: Absent: Kelley Black. None.

The Board of Education entered closed session at 6:02 pm

### **Meeting Opening**

Amanda McMillen made a motion, seconded by Joe Kozminski to return to Open Session at 7:21 pm. A roll call vote was taken. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Kelley Black, Cush, and Kozminski. Those voting no: None. The motion carried

## **Welcome and Mission**

Kristine Gericke welcomed all and read Naperville Community Unit School District 203's Mission Statement.

## **Roll Call**

**Board members present:** Kristine Gericke, Kristin Fitzgerald, Charles Cush, Joe Kozminski, Amanda McMillen, Donna Wandke, and Melissa Kelley Black.

**Student Ambassadors present:** Allyson Ebersold and Caleb Lewis.

**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.

## **Pledge of Allegiance:**

**Led by River Woods Elementary School Students.**

## **Good News**

Last week, we celebrated *National Assistant Principals Week*! All week long, we recognized the incredible dedication, leadership, and support our assistant principals bring to Naperville 203. Their commitment to students, staff, and school communities helps create positive, supportive learning environments every day.

## **Thank you, APs, for all you do!**

On Thursday, April 10, Maplebrook Elementary marked its 50th anniversary with a special assembly filled with excitement and school spirit. Students and staff gathered in the gymnasium to celebrate the school's legacy, playing a fun game of true-or-false trivia and enjoying a nostalgic slideshow highlighting how the building and community have evolved over the decades.

## **Congratulations to Maplebrook on 50 years of excellence!**

Kennedy Junior High's 6th graders had a magical experience with bestselling author Soman Chainani, creator of *The School for Good and Evil*. During his visit to the Learning Commons, Chainani challenged students to rethink classic fairy tales and explore the fine line between good and evil. His interactive, thought-provoking session left students inspired and full of questions—and even a few laughs. Thank you for an unforgettable visit!

On April 16, the Naperville Education Foundation (NEF) welcomed over 400 guests to the 32nd annual *Building a Passion Breakfast*. Business and community leaders, elected officials, parents, district staff, and supporters gathered to show their commitment to our students and schools. The morning celebrated the impact of community partnerships and reminded us all that there's *no place like 203*.

**Thank you to everyone who helps build passion, purpose, and possibilities for our students!**

## **Student Ambassador Reports**

### **Allyson Ebersold-NCHS**

- To start off, Central had a great break. We had our Duck Break pictures, they all looked great.
- Last Wednesday, we proudly recognized around 1,100 students at the 4.0 Awards— so congratulations to all our high-achieving Redhawks!
- We had our annual Drum Show which was themed comic book characters and superheroes, if you haven't seen a drum show yet, please plan for it next year.
- Looking ahead, Prom is right around the corner on Saturday, April 26.
- Our Math Team will be representing us at the State competition on April 25 & 26. Best of luck to all competing!
- We're also excited to cheer on several Redhawks who are part of the Huskie Robotics team as they compete at the Worlds Robotics Competition!
- Mark your calendars for the school musical Grease, coming to the stage the first weekend of May—you won't want to miss it! They perform May 1st, 2nd, and 3rd at 730pm and May 4th at 230.
- As AP exams approach the week of May 5, SOAR time is being used for focused preparation.
- Seniors are also being celebrated at various spring sports senior nights, following the Senior Athletic Banquet held last weekend.
- This Wednesday during lunch periods, NCHS hosts the COD Takeover Event—all students should stop by even if they aren't planning on going to COD.
- Submissions are rolling in for the Senior Art Show, showcasing the incredible talent of our graduating artists.
- We're gearing up for a memorable senior sendoff. From Senior Sunset after Commemorative, to the Beach Party, and of course, Graduation, it's almost time to celebrate the Class of 2025!

### **Caleb Lewis-NNHS**

- Naperville North hosted the EMERGE Event on April 8th, which consisted of a free resume building workshop.
- On Saturday, April 12th, the Senior Celebration Lock-In took place with Naperville North's Senior Class enjoying fun activities.
- Naperville North Student Government is sponsoring a Huskie Thrift Resale Shop on April 22 and 23 to provide funding for the class of 2025.
- Naperville North Arts is proud to present Rent: The Musical, which aims to foster awareness, empathy, and meaningful conversations on complex issues, April 26-27.
- Naperville North is hosting its Prom this year, The Golden Gala, with the accents and elegance of the Roaring Twenties on May 3rd.
- On May 10th, *A Pint For Kim*, Illinois's largest single-day blood drive is happening at Naperville North, commemorating Naperville mom Kimberly Sandford, who passed away in March of 2020 after her yearlong battle with a rare cancer.
- On June 12th, the Naperville North Boosters will host their annual Golf, Tennis, and Pickleball outing at Cress Creek. All funds raised will go to Naperville North athletics and activities.

## **Superintendent's Student Advisory Council Update**

**Members of the Superintendent's Student Advisory Council gave their end of the year update. They shared reflections of what they worked on this year, what it meant to them and what will be the focus for next year. They also shared thoughts on the Innovative School Experience. They honored their principals with a special gift as well as a signed photograph given to Superintendent Bridges.**

**Thank you for your work. Appreciate your participation over the year.**

**Can the data from the survey be shared with Board of Education?**

***Thank you so much for the work you have done and the staff who worked with them. We will be using the data in the future.***

**Thank you to the students and the principals and staff who worked with them. The growth you have experienced has been impressive. Thank you for your contributions.**

***Thank you and the lesson of learning, unlearning and relearning is impressive. The work you are doing in SSAC, how do you take that back to your schools?***

Mrs. Boutet stated they created videos for each school. Interviewed their Principal several times in the year to share feedback.

**We used COVID as an example. For NCHS and being a senior. Teaches us how to move beyond high school, moving to something bigger like post-secondary or work.**

***Thank you for the time. Looking forward to Adaptability next year.***

**Student voice has been a goal of the Board of Education. We are all working to learn adaptability. My favorite part is that you felt like you were heard. Looking forward to hearing of the work going forward. Thanked the Superintendent and others who worked with these students.**

***Working on adaptability next year shows excitement to move forward. Hope that excitement trickles down to others.***

Superintendent Bridges stated that working with this group is the favorite part of my job. Love the energy what you bring. Your voices are very important. District is very proud of these students and what they have brought.

## **Public Comments**

**President Gericke gave parameters.**

Mark Rising-Thank you to Kristin Fitzgerald and Donna Wandke for their 12 years of unselfish service. I can say this unbiased as I am a Board of Education member in D204. I have witnessed them advocating for D203 on the local, state and federal levels. They have spent so much time learning and representing the community. They are always self reflecting to be a better board member. They have always done these things consistently and honorably. Thank you again for your service and making the district one of the top districts.

Julia Alamillo-parent of a K student. Excited to see the opportunity to gather more community feedback. There is not enough time to gather the data, review the data and reach consensus and get the best option. Why the rush? Need to listen to the challenges of the parents and community. The start times are not the best options. Are there other options that could be better for all students? Push the district to delay to get this right. This will impact 16000 students, parents, and teachers.

**President Gericke reminded the Board and Community that because questions raised during Public Comment address District Operational matters the 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.**

## **Monthly Reports**

- Treasury Report- The Board received the February Treasurer's Statement
- Investments- The Board received the February Investment Report
- Insurance-The Board received the February Insurance Report
- Budget-The Board Received the February Budget Report

President Gericke reminded the Board and Community of the board agreements. She noted that it is each Board member's responsibility to prepare for each meeting and to effectively express our concerns either to the Superintendent or the Board President in a timely manner. Board members have also agreed that avoiding surprises is paramount in displaying respect to all District Administration. The Board has tasked itself to send questions in advance of each meeting to the Superintendent to allow the provision of the best possible response for the community. It also allows for efficiency during the community's meeting. Those same questions as well as new ones may be asked in Open Session. For transparency, please note if any questions were asked earlier. Mr. Bridges did you receive questions from Board members? Superintendent Bridges responded that he received questions from all seven Board members. Mrs. Patton confirmed that emails with a link for the Board agenda were sent and delivery confirmed at 4:13 pm, Thursday, April 17, 2025. No emails bounced back.

**1. Bills and Claims** from WARRANT NO. 1067460 THRU 1068067 AND WARRANT NO. 9000000110 THRU 9000000111 TOTALING \$26,661,823.62 FOR THE PERIOD OF March 25, 2025 TO April 21, 2025.

**2. Personnel Report**

	Effective Date	Location	Position
<b>RESIGNATION-ADMINISTRATION</b>			
Shannon Polega	7/11/2025	Scott	Assistant Principal
Christine O'Neil	6/30/2025	Beebe	Principal
<b>APPOINTMENT-ADMINISTRATION</b>			
Robert Quinn	5/5/2025	NNHS	Interim Dean
<b>RESIGNATION-CERTIFIED</b>			
Megan Kelly	5/27/2025	NNHS	Art Teacher
Stacey Siambekos	8/10/2025	River Woods	1st Grade
Rebecca Brown	6/30/2025	Mill Street	3rd Grade
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Rachel Kachinsky	8/11/2025	Madison JHS	Math & Science Teacher
Eric Cotter	8/11/2025	Mill Street	School Psychologist
John Smetana	8/11/2025	Connections	School Psychologist
Bradley Verthein	8/11/2025	KJHS	School Psychologist
Lisa Perea	8/11/2025	KJHS	Certified School Nurse
Cierra Johnson	8/11/2025	Meadow Glens/ Steeple	School Psychologist
<b>REVISED CONTRACT-CERTIFIED PART-TIME</b>			
Shenna Maison	8/11/2025	NNHS	School Social Worker
Marisa Bolin	8/11/2025	JJHS	School Psychologist
<b>RE-EMPLOYMENT-CERTIFIED FULL-TIME</b>			

Thomas Barkal	8/11/2025	River Woods/Scott	Music-Instrumental Teacher
Joseph DeRooi	8/11/2025	River Woods	Physical Education Teacher
Timothy Lee	8/11/2025	NCHS	PE Teacher
Juliana Lobraco	8/11/2025	NCHS	Math Teacher
Tess Louis	8/11/2025	Beebe	Kindergarten Teacher
Zachary Mory	8/11/2025	NNHS	Art Teacher
Stephanie Oros	8/11/2025	NCHS	EL Teacher
Randi Perry	8/11/2025	NCHS	School Counselor
Angela Vock	8/11/2025	NCHS	French & EL Teacher
Rochelle Wilder	8/11/2025	NCHS	Social Studies Teacher
RE-EMPLOYMENT-CERTIFIED PART-TIME			
Erin Truesdale	8/11/2025	NNHS	Math Teacher
RETIREMENT-CLASSIFIED			
Margaret Mumford	5/27/2025	District	Classroom Nurse
Katrina Meder	7/31/2025	Kennedy	Senior Secretary
Jennifer Trezona	7/31/2025	Prairie	Special Education Paraprofessional
RESIGNATION-CLASSIFIED			
Syeda Rehman	4/8/2025	Steeple Run	Special Education Paraprofessional
Farheen Fatima	4/21/2025	NNHS	Executive Secretary
Mary Gyure	5/27/2025	Mill Street	Special Education Paraprofessional
Marco Magana Godines	4/7/2025	Beebe	Custodian
EMPLOYMENT-NON-UNION CLASSIFIED			
Karen Grossich	4/28/2025	Ann Reid	Parent Educator
EMPLOYMENT-CLASSIFIED FULL-TIME			
Michael Galway	4/4/2025	Transportation	Bus Driver
John Dillman	4/10/2025	Transportation	Bus Driver

Amanda McMillen made a motion to approve the Personnel Report as presented seconded by Joe Kozminski. Those voting yes: McMillen, Kozminski, Wandke, Gericke, and Fitzgerald. Those voting no: Kelley Black and Cush. The motion carried.

### 3. Board meeting Minutes: 03/24/2025, 04/07/2025

Amanda McMillen made a motion to approve the March 24, 2025 Open Session minutes as presented seconded by Joe Kozminski. Those voting yes: Gericke, Kozminski, McMillen, Wandke, Fitzgerald and Cush. Those voting no: None. Abstain: Kelley Black. The motion carried.



Amanda McMillen made a motion to approve the April 7, 2025 Open Session minutes as amended by adding Melissa Kelley Black to being in attendance, seconded by Joe Kozminski. Those voting yes: Kelley Black, Cush, Fitzgerald, McMillen, Kozminski, Wandke, and Gericke. Those voting no: None. The motion carried.

**4. Closed Session Minutes: 03/24/2025, 04/07/2025**

Amanda McMillen made a motion to approve the Closed Session minutes from March 24, 2025 and April 7, 2025 as presented seconded by Charles Cush. Those voting yes: Fitzgerald, Wandke, Kozminski, McMillen, Gericke, and Cush. Those voting no: None. Abstain: Kelley Black. The motion carried.

**5. Retain/Release Closed Session Minutes as Discussed in Closed Session**

Not sure what we discussed in Closed Door Session. I am not quite sure how everyone is going to vote if there has been some type of agreement. While our Board attorney who we hire through our insurance provider understandably advises caution to limit legal liability, we have a greater responsibility to the community for transparency. Offering a redacted version, allows us to show transparency. I support the release of closed door minutes when confidentiality is no longer an issue.

Superintendent Bridges noted that he respects your opinion. The Board Attorney is hired independently by the Board not through our insurance provider. That is important to note. The recommendation to retain the closed minutes at this time is compliant with the requirements of the Open Meetings Act according to our attorney.

**Through our agreement with CLIC we are required to use that law firm, it is actually in the contract. We should refer to the document.**

***We can certainly look at those documents.***

Amanda McMillen made a motion to retain the Closed Session minutes as presented seconded by Joe Kozminski. Those voting yes: Fitzgerald, Wandke, Gericke, McMillen, Kozminski, and Cush. Those voting no: Kelley Black. The motion carried.

**6. High School Yearbook RFP**

**7. Food Service Contract**

**8. DAOES Appointment**

Amanda McMillen made a motion to approve WARRANT NO. 1067460 THRU 1068067 AND WARRANT NO. 9000000110 THRU 9000000111 TOTALING \$26,661,823.62 FOR THE PERIOD OF March 25, 2025 TO April 21, 2025 and items 7.06, 7.07, and 7.08 on the Consent agenda seconded by Donna Wandke. Those voting yes: Cush, McMillen, Fitzgerald, Wandke, Kelley Black, Kozminski, and Gericke. Those voting no: None. The motion carried.

**Communications**

**Written Communications**

**Freedom of Information Requests:**

Gregar Freedom of Information Act Request- Student Services Information

Ad Cuius Bonum Freedom of Information Act Request-Business Office Information

Ad Cuius Bonum Freedom of Information Act Request-Business Office Information

Ad Cuius Bonum Freedom of Information Act Request-Business Office Information

Ad Cuius Bonum Freedom of Information Act Request-Business Office Information

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Ad Cuius Bonum Freedom of Information Act Request-Business Office Information

Ad Cuius Bonum Freedom of Information Act Request-Business Office Information

Ad Cuius Bonum Freedom of Information Act Request-Business Office Information  
Arvayo Freedom of Information Act Request- Buildings and Grounds Information  
Smart 265 Freedom of Information Act Request- Buildings and Grounds Information  
Baskin Freedom of Information Act Request- Learning Services and Transportation Information

### **Board of Education Reports:**

Board member McMillen reported she is still active on the ISBE committee focusing the SEL goals and targets. Good experience. Happy to be a part of that. Privileged to attend the NEF Breakfast. Thank you for what you do for our district.

Board member Kelley Black thanked NEF for the breakfast and all who donated.

Board member Wandke thanked President Gericke for joining her on NEF. The breakfast had a record breaking attendance. So good to get the word out about all they do for the district.

Vice President Fitzgerald thanked Dr. Nolten for being able to conduct a session with ISBE on the State Assessment Review committee and give comment on the performance level descriptors. We benefit from having staff who work often with ISBE. Hoping they listen to our feedback.

### **Presidents Report**

**None.**

### **Superintendents Report**

May 5, 2025, Mr. Frances will present to the Board of Education the first draft of the 2025-2026 budget.

### **Financial Update**

Focus on the revenue expectations, knowns, unknowns, positives and challenges.

Reviewed where our funding comes from. All funds, all sources of revenue.

Went into each source in more detail. We know what the property tax revenue will be for the next two school years. New EAV growth has been consistent.

CPPRT-it is beginning to look like it has historically. In 21 and 22 there was a major spike in these funds. Correction was made in 24. Budgeted for \$5 million but will only receive about \$3.6 million.

Investment income is positive. We will well exceed the budgeted amount. Short term interest rates have stayed higher for longer than anticipated. Will be spent down with some construction projects and the anticipated decrease in rates. EBF will stay the same. As a Tier 4 district, we get the smallest amount. The most money goes to Tier 1 and Tier 2 school districts.

D203 is a Tier 4 District, Wheaton is Tier 3, IP204 is Tier 2, much larger district than we are. Plainfield 202 is Tier 1. EBF is doing what it is supposed to do, help the neediest school districts. We will receive very little. Other state revenue, ISBE requested an amount that would keep up with our costs. The governor's budget has put money in EBF. The proration gets cut on an annual basis. We are receiving 69% of the 80% we should be receiving for SPED transportation. It will go down going forward. Federal Revenue makes up 2.7% of our budget. The overall Federal budget is expected to be reduced by at least \$500,000.00.

### **Appreciate the update on the revenue sources. Do you have a dollar amount tied to the Categorical Grants if we go from 79%-71% for regular transportation?**

Mr. Frances reported, Private Facility tuition we receive about \$1.5 million, the combined special education reimbursement is about \$3.6 million and the reduction in the proration will hopefully keep those numbers flat. We won't know until the state approves the budget. Won't know the amount until the Fall.

**Seems to play out to the \$11 million number with the increases and decreases. So, everything is built into the 11 million.**

Mr. Frances noted that we are looking at a wash.

**I am on the CFA committee. What part does that committee play in the budget process and when do we meet again?**



Superintendent Bridges stated they are an advisory committee to the Superintendent and CFO. We will meet again the second or third week of May. He walked through who the members are. They make no decisions.

**A lot of the documentation came in right before the meeting and people could not review.**

Superintendent Bridges noted that the direction is that the Board of Education sees it first so we are working on that timeline.

**Thank you for the lead up to what we will see in two weeks.**

**Discussion without Action:**

**None.**

**Discussion with Action:**

**New Course Proposals**

**Superintendent Bridges recommend approval as presented.**

**Board Questions/Comments:**

**None.**

**Donna Wandke made a motion to approve the New Course Proposals as presented, seconded by Joe Kozminski. Those voting yes: Cush, McMillen, Kelley Black, Fitzgerald, Kozminski, Gericke, and Wandke. No: None. The motion carried.**

**Instructional Resources**

**Superintendent Bridges stated that Administration recommends approval as presented**

**Board Questions/Comments:**

**I visited Prairie school. Piloting the Literacy program. Great to see how it was working in the classroom. I would recommend field trips to see the curriculum since selecting curriculum is a big part of our job.**

**Charles Cush made a motioned to approve the Instructional Resources as presented, seconded by Kristin Fitzgerald. Those voting yes: Kozminski, Cush, Wandke, McMillen, Fitzgerald, Kelley Black, and Gericke. Those voting no: None. The motion carried.**

**Policy Review: Policy 7.180 Preventing Bullying, Intimidation, and Harassment**

**Superintendent Bridges noted this policy is annually reviewed and was discussed at the last meeting. There have been no changes to the policy. Administration recommends approval as presented.**

**Board Comments/Questions:**

**None.**

**Joe Kozminski made a motioned to approve Policy 7.180, Preventing Bullying, Intimidation, and Harassment as presented, seconded by Charles Cush. Those voting yes: Wandke, Gericke, Fitzgerald, McMillen, Cush, Kozminski, and Kelley Black. Those voting no: None. The motion carried.**

**Policy Review: Policy 7.190 Student Discipline**

**Superintendent Bridges noted this policy is annually reviewed and was discussed at the last meeting. Administration recommends approval as presented.**

**Board Questions/Comments:**  
**None.**

Amanda McMillen made a motion to approve the Policy 7.190, Student Discipline, seconded by Charles Cush. Those voting yes: McMillen, Gericke, Fitzgerald, Kelley Black, Wandke, Cush, and Kozminski. The motion carried.

#### **Policy Review: Policy 7.240 Co-Curricular Code of Participation**

**Board Questions/Comments:**

Vice President Fitzgerald stated that she and Board member Cush sat on this committee. Looking at ways to get timely and meaningful feedback on this policy. Affirm the work that has been done to get this message out to students and parents. Support the work of the committee and the dialogue.

Board member Cush echoed what Vice President Fitzgerald said. Complimented Dr. Cohen on the way the meeting was facilitated to get student voice.

Kristin Fitzgerald made a motion to approve the Policy 7.240, Co-Curricular Code of Participation as presented, seconded by Charles Cush. Those voting yes: Kozminski, Kelley Black, McMillen, Wandke, Gericke, Fitzgerald, and Cush. Those voting no: None. The motion carried.

#### **Innovative School Experience**

Superintendent Bridges acknowledged the process that has occurred since January. The timeline has evolved due to the input we have received. Acknowledged those who have sent notes and messages to the Board and Administration.

Designed to support Strategic Blueprint 1.  
Went through the three recommendations.

**Board Questions/Comments:**

I just want to restate what you have outlined. You would like to action tonight to affirm the direction going forward but in each of these areas there will be implementation committees. With each of these processes they will be done with fidelity and there would be changes that would be presented to the Board of Education in June?

Superintendent Bridges stated yes, there are opportunities for feedback. Parts are due to collective bargaining so we have to let that process move forward.

Thank you to the community who have spoken to the Board of Education. You have worked to incorporate some of the feedback to inform these recommendations. Appreciate the work of parent groups who have provided feedback. I want to offer my support. There is a lot of thought that has gone into this to help all of our students. I am appreciative of looking at the groups that are not closing the gaps like we would like. The research supports more time to help these students academically, which will also impact discipline concerns and truancy. The discipline concerns and truancy. You are affirming the work to get more engagement from our students. I want to affirm that well intended changes can have an impact. The committees will give us additional feedback to make new recommendations. While I will not be here to see the new recommendations, I am excited that the new board will see those.

*I have a different view of this process. I have concerns about the process and getting more engagement and more feedback. Seems irresponsible to vote on a plan that is not fully developed. There is no evidence based research. This decision is being rushed through before the new board is seated. Voting on an issue of this magnitude is concerning. It is a matter of trust. Biggest concern in the election was how the candidates were going to vote on this issue. This proposal clearly lacks the support of the community, staff and students. We will be asking too much of staff by doing this as we are also starting a new literacy curriculum. We should be*

*looking at broader options. I will not be able to support this proposal. We need to do this the right way.*

Thank the administration the proposal. There are some who thought this should not have been brought forward. I disagree but I am unable to support due to the process. I have asked several times since February 3 to have parents speak to this. Believe their voices were not proactively heard. There are some great things in the proposal but we have not fully vetted what the costs will be. Let's find out if the community believes there is a benefit. Encourage my colleagues to consider if this is the right time to implement this change.

*Thank you. Disagree that this has not been a transparent process. We have been learning about this for years as a seated board. I am not sure of the support or lack of support of the community. What are we approving? Adding 15 minutes at the elementary level, middle school, modified block additional explanatories and block schedule at the high school?*

Superintendent Bridges noted the changes to the EC level. The 15 minutes at the elementary will allow for additional time for interventions and collaboration. Some of these things are being done in the classroom but at the cost of instructional time. Otherwise, Middle school modified block with anchor day. Need to improve growth. High School primarily is block schedule with anchor day.

**That is what is encompassed in Recommendation 1. Recommendation 2 seeking feedback and reporting back to the Board of Education in June. Recommendation 3 of moving it to the 26-27 school year. Addressed some concerns but I am not seeing the ability to have feedback that will effect change to the structure. Feedback is for implementation and not structure change.**

Superintendent Bridges stated if there is feedback that would come back indicating change, we would have to make changes.

**I would be more comfortable if Recommendation 1 reads like Recommendation 2.**

Superintendent Bridges asked is the word approve or accept? The level design teams did a lot of research and work to create these recommendations. We are trying to create opportunities for the addressing of concerns. We have concerns about the big differences in the start times of Elementary and Middle School. These are the right things for kids. They will not be set in stone.

Mrs. Willard added we have been doing this for many years. One thing that has been consistent is that from the beginning, staff have wanted longer learning times. We have had listening sessions. We feel good about the recommendation of the learning structures.

**Recommendation 1 seems less flexible to me. Recommendation 2 has ideas coming back in June. The feedback from staff has been provided from smaller groups. We cannot assume that all of those who we have not heard from are all for it. Supportive of moving toward those things. Not comfortable without feedback coming back in June.**

Superintendent Bridges noted that opportunities for feedback is critical. We will never get to where everyone is on board. If we need to come back and show that we received additional feedback in June, I can be open to that.

Mrs. Boutet added that at the Middle School level, we have allowed people to apply to be on a Middle School Advisory group to further refine the work of the design teams. The focus groups are getting into the fine details.

**I want to focus on the why. A lot of us have been asking for reductions in the achievement gaps, discipline rates. If we keep doing the same thing, we will not move forward. What has been provided for this proposal and protected time for math, additional collaboration time for staff. How we got here is what has been most talked about. Since February, there have been responsiveness to that feedback. She reviewed the NUEA survey. What I am seeing with this recommendation, we are taking this to implementation groups to do the work of what this really looks like. The additional time allows for in depth work on implementation. This recommendation is getting more staff feedback and allows for time for training.**

**Recommendation 2 gets us feedback from families who will be largely impacted. Much more comfortable as this moves us toward our why. I can see the responsiveness.**

*Very excited about a number of things in this plan. There are a number of benefits for students in this plan. Workforce development, internships. Concerns with current wording of Recommendation 1. If we can add language to provide for some modification from the feedback.*

***Recommendation 2 can also have some impact on Recommendation 1. Recommendation 1 is using the baseline for discussion. Are there tweaks we can make? We have to have some movement to get some Professional Learning in place. Support tweaking Recommendation 1 to allow for flexibility.***

Moving toward the targets of the Innovative School Experience presented on February 3 through the development of committees to review additional options to be presented to the Board of Education in June for both Recommendations 1 and 2. Recommendation 3 can be done as presented. My hope is that this will take in all the feedback of the stakeholders. I am interested to hear if some of my colleagues who had the same concerns and Administration feel comfortable with something like this.

Superintendent Bridges noted he is doing a little wordsmithing here; can the initial action words be endorsed or accept...allowing the design team to modify as necessary...hesitate the full commitment in June.

***We could change that to be additional recommendations in June. I don't like endorse or accept. Like moving toward targets. Endorse and accept are too strong to not allow for feedback. What about affirm-we are affirming the targets and we are allowing this process to continue to unfold.***

Superintendent Bridges remarked these are the recommendations of the design teams. You will be affirming their reports and their recommendations.

Mrs. Boutet added that some of this is a phased in approach like adding explanatory will not happen all at once. The work of the design teams will come back often as new courses are added. This work will go on for years.

Thank you for looking at language to gain overall support. That has been a recurring theme here of not having an all or nothing or not having it so strict.

***I don't anticipate the throwing out of all the work done by the teams and the work done since 2016. If this is the right recommendation, the additional feedback will support that. Provide them with all the research and hear them out.***

I appreciate working through the language. I think we are really close to what we all want. What is my why. Is what is best for our kids. What do they need to succeed beyond high school? It is our time as adults to do what is the best for kids. We started this work in 2016. We paused due to COVID but picked it up right as soon as we returned from the pandemic. She highlighted all the offers of engagement. The bumps have to be separate from the work. We have received feedback from a lot of places. We have had engagement from stakeholders. There are over 30 pages of questions from the Board of Education that have been accessible to all Board members and the community. The strategic blueprint is our guiding document. There are six areas addressed in this proposal. It includes all the requests from the Board of Education. I have heard two recurring themes, Professional Learning and giving time for families to adjust. Our work doesn't end when we leave. All boards continue the work of previous boards. It is clear that the Superintendent and Administrators have been responsive. Approving Recommendation 1 seems reasonable. These are the professionals. So appreciative of Donna's consideration of how we can get the board fully on board.

***There are quite a few benefits but there are a lot of costs that we don't know. The cost of this, and what is the impact on families. We are asking them to bear the cost after they have said what they wanted. The intent is noble and good and makes a lot of sense. It has to be at the right cost. How we go about this matters. We need an adequate amount of feedback from the community. Why we have not taken these two months to have quantitative numbers of support? Anything that sounds like an approval, sounds like we are okay if nothing changes. That concerns me. We need to have a definitive plan on what we will do with the feedback. Too many unanswered questions. I don't think we have the support of the community and the teachers and I think it is critically important to have both of those groups on board if we are going to be successful.***

I have added additional language that with additional information the Board will give final approval in June.

***There are some valid concerns about the process. I like Donna's motion. Can we add, we commend the work done and we approve moving toward the targets of the ISE with final approval in the summer.***

Superintendent Bridges stated he would need to hear the proposal again. Level design teams met for about 18 months, did research, did site visits both in state and out of state. We cannot start the process completely over. Open to something that remains responsive to the process. My job is to serve at the direction of the Board. We brought the strategic blueprint to you that addresses a lot of issues you have asked us to improve. Want to be sure we are bringing a proposal to you that is responsive to your direction and the strategic blueprint. We have to prepare our students for success in the workforce. I am committed to the work. The business of the district that has to happen. We have to have some action tonight that moves us forward. I am committed to seeing transformational changes in the classroom. We need direction from you. We have talked about transportation challenges that have to be fixed. We have found a solution, just not one that everyone likes. Looking for decisions from the Board that will move us forward.

**No one has said that this is throwing all the work away. The work that has been done has been great. We have to figure out a way forward. Why does this have to happen right now? Why can't we use the time to get more feedback from the community?**

***Do we have an answer as to why we have to get an approval today?***

Superintendent Bridges stated the need for direction. Have business occurring in the district with some of our employee groups.

If we are saying we are going to get input. If it is a good idea today, we need to make sure we are all on the same page. We are not where we need to be to get a vote tonight. The administration needs to speak from their needs and wants but as a Board we are to represent the whole community.

***I would like to hear Donna's wording again. In terms of the urgency, not all groups are succeeding so I feel the urgency. We have an obligation to move toward change to help meet the needs of all students. We heard very clearly from staff and families that they needed time. It is important that we use time to gain feedback. We don't want to use all the time to study this and take away the time that staff and families need.***

I am going to propose that our President makes a statement on behalf of the Board with a commitment to continue this process and there is no vote until June. **We the Board of Education would like to continue moving towards the targets of an Innovative School Experience that that were presented to the board of education on February 3rd through the development of committees to review proposals, consider additional options, gather feedback from all stakeholders, and present the Board of Education with additional recommendations in June on both Recommendation one and Recommendation two to consider for final approval recommendation. Recommendation three can continue as presented. I also added the note at the bottom of the slide that said some of these recommendations are subject to collective bargaining and we are committed to that process.**

***Did you ask her to read this statement?***

I asked her to read her original wording.

***I don't know if I agree with that anymore but I move to approve moving toward the targets of an Innovative School Experience that were presented to the Board of Education on February 3rd through the development of committees to review proposals, consider additional options, gather feedback from all stakeholders, and present the Board of Education with additional recommendations in June on both Recommendation one and Recommendation two to consider for final approval. Recommendation three can continue as presented.***



**Vice President Fitzgerald said we need to start the work on the achievement gaps. Something that is not being said is the amount of work that families are already experiencing. Many are having to get their children to therapies at night. More vital that we have the feedback from the community and teachers.**

Mrs. Boutet stated at the Middle School level, there is time for what students need like OT, PT. The committee was very deliberate that all students get their needs met within the school day and also have choice.

**The number of services our students receive, they are not getting many minutes. Many parents have to pay for outside OT and PT. We need the feedback as we have a lot of parents who spend a lot of money for outside services.**

***I am comfortable supporting your original wording. Even if President Gericke reads a statement, we vote on a resolution.***

Superintendent Bridges asked to hear it again.

**Board member Wandke noted she emailed it to Superintendent Bridges. Not convinced that this does anything for June.**

Superintendent Bridges noted the process is a lot to have happen between now and June. Can we change it to summer?

**The only clarity I need, is what we expect. This needs to indicate what is the right amount of effort. What are you asking for? Is there an X number of committees or X number of people?**

***I need a better understand who you are asking?***

**I am specifically asking Donna, Charles and Melissa. Who do you want to be there?**

***Look at slide 9 in February 3 presentation. Need two constituencies on board. Let's make an attempt to do get that feedback.***

**We don't want to keep kicking the can down the road.**

***Where are the voices who support this?***

Superintendent Bridges stated the 63% was out of 222, this was the response rate of what was sent to all households.

**You have proved that we do not have the data. The community has stopped engaging. We are proving them right if we go ahead and don't get more feedback. Our job as Board of Education members is to build trust and represent the community.**

***February 3 data says it is from January 29 at noon. Is there any additional engagement?***

Mrs. Boutet noted that Mrs. Xagas can speak to the Let's Talk. There has been some additional focus group work that has continued.

Mrs. Xagas stated we have not received many additional Let's Talk messages.

**The engagement you described is that around ISE?**

Mrs. Xagas responded that we cannot get a complete list as Principals have been having conversations that we may not even know about.

**This has not been a stop and wait and see. The conversations have not stopped. How much more are we supposed to do? You have outlined the additional focus groups. This gives us the groups we need to hear from. We have a lot of information.**

***Fully disagree that we have fully elicited feedback. The only two way feedback we have gotten is from the NUEA survey. That has not happened from Administration. She read Recommendation 2 gathering feedback. Let's do that for Recommendation 1. That is what I hear from my colleagues.***

**Thank you. That is what I am looking for.**



*We are to be data driven. We don't have that data. We need it in a format that gives us numbers. We need that before we agree with anything.*

How does the board wish to proceed? Do we want to look at a modified motion?

*I will support Board member Wandke's wording on the motion to move this forward. Agree with going forward with a vote tonight with the modified motion.*

This is a self-imposed timeframe. Late at night. Agree that we put a statement out there and have no vote tonight.

*We are not talking about the statement.*

Board member Wandke's last statement was to come out with a statement but does not require a vote.

*I would feel comfortable voting with the modification to implement the Recommendations 1 and 2.*

Hearing some have reservations. Pushing this to a vote puts a black cloud. I would suggest we make a statement or table it for two weeks.

Superintendent Bridges stated it was not my intent to table this vote but with the comments from the Board, we have to think about how we operationalize these suggestions. Would like to bring it to my team.

**Would support a statement.**

**Not in favor of tabling this but will support reading a statement.**

Superintendent Bridges noted that he would prefer that a statement be held as well.

**Would like to state our intention to move forward.**

Superintendent Bridges stated there is not enough clarity.

**I like Board member Wandke's idea as it does provide some clarity and unity.**

**Donna made a motion to table the vote on the Innovative School Experience, seconded by Amanda McMillen. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, Kelley Black, and Wandke. Those voting no: None. The motion carried.**

**Old Business:**

None.

**New Business:**

None.

**Upcoming Events**

- Next Board of Education meeting on Monday May 5, 2025 to be held at PSAC.
- Commencement on May 18, 2025
- Board of Education meeting on May 19, 2025.

**Adjournment:**

**Charles Cush moved, seconded by Joe Kozminski to adjourn the meeting at 11:03 pm. A roll call vote was taken. Those voting yes: Cush, Kelley Black, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. Those voting no: None. The motion carried.**

Approved: May 5, 2025

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Kristine Gericke, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education