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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 District
Administration Center, 203 West Hillside Road, Naperville, IL 60540
August 18, 2025 AT 7:00 P.M., CLOSED SESSION 5:00 p.m.

Call to order

President Charles Cush called the meeting to order at 5:01 p.m. Board members present: Charles Cush, Kristine Gericke, Joe Kozminski, Melissa Kelley Black, Amanda McMillen, Holly Blastic, and Marc Willensky.

Administrators present were:

Dan Bridges, Superintendent,

Meredith Haugens, Assistant Superintendent for Human Resources

Mark Cohen, Deputy Superintendent/High Schools,

Lisa Xagas, Assistant Superintendent for Strategy and Engagement

Michael Frances, Chief Financial Officer

Others Present: Joe Perkosi, Attorney

Closed Session

Kristine Gericke moved, seconded by Joe Kozminski to go into Closed Session at 5:02 p.m. 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. 07/14/2025, 08/04/2025.
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.

Those voting yes: Cush, Blastic, Gericke, Kozminski, McMillen, Willensky, and Kelley Black. Those voting no: None. The motion carried.

The Board of Education entered closed session at 5:02 p.m.

Meeting Opening

Amanda McMillen made a motion, seconded by Kristine Gericke to return to Open Session at 7:06pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Blastic, Kelley Black, Willensky, Cush, and Kozminski. Those voting 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, Melissa Kelley Black, Joe Kozminski, Amanda McMillen, Holly Blastic, and Marc Willensky.

Student Ambassadors present: None.

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 the Board of Education.

Good News

Naperville Central senior and Illinois Global Scholar capstone student Alice Porfiropoulos authored HB2517, now Illinois law, as part of her capstone research on racial disparities in maternal health and mortality among Black and Hispanic women. Sponsored in the Illinois House by Rep. Janet Yang Rohr, the law requires all Illinois health care professionals to complete at least one hour of professional development on maternal mortality, covering CDC statistics, risk factors for marginalized groups, and proven programs to reduce maternal deaths and complications. Her achievement was recognized by Illinois Speaker of the House Chris Welch in his newsletter. This is the seventh Illinois law created by capstone students from Naperville Central.

We had the honor of welcoming new educators to our district earlier this month. We joined our new teachers for a breakfast at Meson Sabika where they met with their administrators and learned about our district and the year ahead.

The school the 2025 - 2026 school year is officially underway!! We're excited to start a brand-new year and as we could feel the joy and energy inside the classrooms as teachers, students and staff reunited for another year of learning and fun.

Our new health clinic is now open! Providers are in the office and already seeing patients! Employees and their eligible family members now 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!

Recognition of Special Olympic State Meet Winners

Superintendent Bridges invited Special Olympics Coaches Lindsay Grier and Kristina Hagenbaumer to introduce the Special Olympics state meet winners.

Public Comments

President Cush gave the parameters for public Comments.

Community members, parents, students, and educators voiced strong concerns about District 203's stalled teacher contract negotiations, compensation practices, and proposed schedule changes. They repeatedly emphasized the need for fairness, transparency, and respect for educators. Many educators criticized the district's salary offers as failing to keep pace with cost-of-living increases and lagging behind neighboring districts, despite rising workloads and inflation. They pointed to the district's large cash reserves, past tax abatements, and significant administrative raises as evidence that competitive pay is affordable without tax hikes or staff cuts. Flat raises were described as insulting, and several speakers noted that public communication exaggerated teacher raises by including lane changes funded by teachers themselves. Speakers also accused district leadership of misleading messaging, threatening emails, and public statements that portrayed teachers as greedy or irresponsible. These tactics were described as divisive and damaging to trust and morale. Many objected to holding the meeting in a small venue and to publishing teacher salaries by name without comparable administrative data. Parents and teachers opposed embedding proposed block scheduling and extended school day changes into contract negotiations without broad community or educator input. They warned that such changes would increase workload, disrupt learning time, and require significant additional teacher effort without compensation. Educators described heavy workloads from new initiatives, rising class sizes, and uncompensated tasks, reporting that morale is plummeting and warning that talented teachers may leave the district, undermining educational quality. Speakers questioned the district's spending priorities, citing technology purchases, consultant fees, and a planned transportation facility while claiming there was not enough funding for teacher pay. Many urged redirecting funds from discretionary projects to compensation. Parents, students, and alumni praised teachers' dedication and impact on student success, asserting that strong schools depend on well-supported educators. Students expressed worry about the effect of a strike on academics and activities. Some participants raised additional concerns, including safety, respect for staff and community, Title IX compliance in girls' sports and bathrooms, questionable fundraising apps, and unmet needs for students with disabilities.

President Cush 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.

Add the language about emails and questions.

Monthly Reports

- Treasury Report- The Board received the June Treasurer's Statement

A Board member noted that the Fund Balance of \$140 million extra exceeds the District's policy for reserves. Do we have something earmarked for that money?

Superintendent Bridges advised the Board that the Fund was over the amount. The Board received information on facility improvements at NNHS, Ranchview and transportation

Board member noted that Superintendent Bridges was only mentioning capital projects. Focus should be on what is best for our students. Concerned we are putting this money in capital projects.

Superintendent Bridges stated that Administration was following the Board of Education guidance as stated in the Board policy.

Other comments?

A Board member argued that the capital improvements are benefitting experiences for students.

Board member stated that under IASB and ISBE- there are distinct differences. Facilities are not recognized as those things that impact students like direct services. How are we measuring that? How will we know the impact?

Another Board member noted that she has seen teachers helping kids out of closets.

Enrollment was continuing to increase. Proud to use this money that is not consistent to invest in resources for teachers and students. Teaching environments are important. Transportation is an investment in drivers who see our students first every day. This funding will run out.

A Board member noted we have had conversations around physical spaces. Portable spaces are not safe for students and teachers. The money spent on capital improvements does impact the student experience. These are needs not wants.

Board member noted that she is just as concerned that we are coming into financial times. I have a hard time swallowing a 17-million-dollar facility at the cost of staff cuts.

Board member stated that the fund balance is for one-time expenses not ongoing expenses. These funds will not be there forever. These are for one-time expenses.

Board member remarked that the Fund Balance does not specify that it must be spent on one-time expenditures, it is a suggestion. Home values and city are built on schools.

It was stated that in October-November will be another time when there will be some other potential uses for the Fund Balance. That will be a time to review the policy and the use of those funds.

We could use it to solve some immediate issues. How will we get input from the community as they essentially overpaid in their taxes?

- Investments- The Board received the June Investment Report

We carried a lot of bonds. I noticed that we have unrealized losses. Is it our policy to hold them until they mature?

Mr. Frances responded that our investment advisor who has a long-term portfolio who advises the Board of Education twice a year and advises the Board on investments. They are not always held to maturity. It depends on the conversation with the School Board. Some have been sold during the year. The actual value goes up and down with the market.

My question was just about the Bonds.

Mr. Frances stated that bonds also go up and down with the market.

I want to have a plan in place with the potential of interest rates going up. Some of our securities are long term. Is it a concern to have so much money held out that long and is there a penalty for cashing in earlier?

Asset Management company, PMA comes in twice a year and they can walk us through that and you can send in questions. They will be here in September or October.

- Insurance-The Board received the June Insurance Report

In the Health insurance Fund report- it looks like distributions exceed total receipts.

Mr. Frances stated for the year ending June 30, yes.

Why is that?

Mr. Frances responded that claims are directly the cost of the medical services of our staff and their families. We cannot predict those things.

- Budget-The Board Received the June Budget Report

I noticed a transportation variance.

Mr. Frances stated it is a revenue variance. A reduction in state transportation aid. Talked about this in April.

Is that the same with the Cafeteria?

Mr. Frances stated no. A lot of federal funding comes in the summer for the previous year.

Fund 60 has a variance of 7 million dollars.

Mr. Frances reminded the Board member that the District transferred 50 Million to cover some capital projects.

This does not include the transportation expenses?

Mr. Frances stated no, it is in its infancy.

We are over 160%.

Mr. Frances stated we are not over 160%, the Board authorized a transfer of 50 million.

Why are these skewed from what we expected?

Mr. Frances noted this is showing all funds.

We could break it down in more detail to oversee exactly where our money is going.

Mr. Frances remarked that the Board reviews all the Bills and Claims.

President Cush noted that Mr. Frances says he can get a detailed report. We can look at it and as a Board we can determine whether or not it is of value.

We should not be calling out our staff. Treat our staff and Cabinet with the same respect we ask our public commenters to offer to us and the Administration.

I don't believe the Board is allowed to see all the Bills and Claims. We cannot impede Board members to do their fiduciary duty.

Board Questions/Comments:

Action by Consent:

1. Bills and Claims from WARRANT NO. 1070229 THRU WARRANT NO. 1070750 AND WARRANT NO. 9000000126 THRU WARRANT NO. 9000000127 TOTALING \$43,082,113.16 FOR THE PERIOD OF JULY 15, 2025 TO August 18, 2025.

President Cush stated that he and Board member Blastic reviewed the Bills and Claims Grateful to Michelle for her quick response to all of our questions.

A Board member read the laws of that we have to use the ISBE codes.

Are you suggesting we are not following the guidelines for our budgeting?

It says shall. It is not my job to teach you the laws that you should know. As a School Board, do we use these codes?

I appreciate how you are diving in deep and taking your fiduciary duty seriously. You want to see the codes connect to the bigger line items.

Charles Cush made a motion to approve from WARRANT NO. 1070229 THRU WARRANT NO. 10707560 AND WARRANT NO. 9000000126 THRU WARRANT NO. 9000000127 TOTALING \$43,082,113.16 FOR THE PERIOD OF JULY 15, 2025 TO AUGUST 18, 2025 seconded by Holly Blastic. Those voting yes: Kozminski, McMillen, Willensky, Gericke, Blastic, and Cush. Those voting No: Kelley Black. The motion carried.

2. Personnel Report

	Effective Date	Location	Position
RESIGNATION-CERTIFIED			
Lauren Michels	8/11/2025	River Woods	4th Grade Dual Language
APPOINTMENT-CERTIFIED FULL-TIME			
Kristen Malesky	8/11/25 - 3/27/26	ARECC	Early Childhood Teacher
Megan Samples	8/11/2025	Beebe	Reading Specialist
Kelly Carlstrom	8/11/2025	River Woods	1st Grade Teacher
Abigail Stegman	8/11/2025	Mill Street	2nd Grade Teacher
Maryann Kelly Flock	8/13/2025	Steeple Run	Music Teacher
Rachel Smuda	8/12/2025	River Woods	Kindergarten
APPOINTMENT-CERTIFIED PART-TIME			

Kaitlyn Skowronski	8/11/2025	NCHS	PE Teacher
Allison Emroll	8/11/2025	NNHS	Art Teacher
Rachel Rizek	8/13/2025	Ellsworth	Learning Behavior Specialist
RESIGNATION-NON-UNION CLASSIFIED			
Patti Mendoza	8/29/2025	PSAC	System Administrator
RESIGNATION-CLASSIFIED			
Nicholas Sanders	8/13/2025	NNHS	High School Music Assistant
Christian Rand	8/11/2025	Maplebrook	Instructional Paraprofessional
Bianca Villa	8/12/2025	Ranch View	Instructional Paraprofessional
Nancy Dyer	8/6/2025	PSAC	Classroom Nurse
Jason Schau	8/13/2025	NNHS	Campus Supervisor
Siba Alnass	8/8/2025	Ranch View	Instructional Paraprofessional
Leyla Harfoush	8/12/2025	NNHS	Special Education Paraprofessional
Quinesha Johnson	8/8/2025	Madison	Special Education Paraprofessional
Valerie Bundy	8/12/2025	Lincoln	Special Education Paraprofessional
Helen Will	8/13/2025	NNHS	Department Secretary
Julia Campos	9/1/2025	PSAC	Senior Administrative Secretary
EMPLOYMENT-NON-UNION CLASSIFIED			
Caitlin Winckler	8/18/2025	PSAC	Media and Content Specialist
Carter Frey	8/19/2025	PSAC	Technical Systems & Reporting
Mariusz Gladys	9/2/2025	5th Ave.	Cyber Security Administrator
EMPLOYMENT-CLASSIFIED FULL-TIME			
Norma Medrano	8/13/2025	Elmwood	Dual Language Paraprofessional
Alexis Henderson	8/12/2025	Kingsley	Senior Secretary
Sara Anderson	8/11/2025	Maplebrook	Executive Secretary
Adam Dotson	8/13/2025	NCHS	Special Education Paraprofessional
Melissa Lee	8/13/2025	Kingsley	Special Education Paraprofessional
Cristy Kumfer	8/13/2025	Maplebrook	Special Education Paraprofessional
Robert Petkus	8/6/2025	Transportation	Bus Driver
Silvina Rebora	8/13/2025	Ann Reid	Special Education Paraprofessional
Erlyn Masovia Magpayo	8/13/2025	PSAC	Classroom Nurse
Renee Bromer	8/13/2025	Kingsley	Special Education Paraprofessional
Cheryl Gentile	8/13/2025	Prairie	Special Education Paraprofessional
Matilda Omosun	8/13/2025	Madison	Special Education Paraprofessional

Lilliam Aguirre	8/13/2025	Connections	Special Education Paraprofessional
Diandra Schroeder	8/13/2025	PSAC	Classroom Nurse
Nicole Marsik	8/13/2025	Elmwood	Instructional Paraprofessional
Reagan Carlson	8/13/2025	Elmwood	Instructional Paraprofessional
Tracey Burke	8/1/2025	Kennedy	Senior Secretary
Jo Ellen Ruggiero	8/13/2025	NNHS	Special Education Paraprofessional
Antonella Donadio	8/13/2025	River Woods	Dual Language Paraprofessional
Tetiana Lovchykova	8/13/2025	Scott	Special Education Paraprofessional
Mairead McKenna	8/14/2025	Prairie	Special Education Paraprofessional
EMPLOYMENT-CLASSIFIED PART-TIME			
Lauren Smith	8/13/2025	PSAC	Classroom Nurse
Katherine Mills	8/13/2025	Kennedy	Clerical Assistant

Happy to see a returning student of our district.

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

3. Board Meeting Minutes: 07/14/2025, 08/04/2025

Amanda McMillen made a motion to approve the Open Session Minutes dated 07/14/2025 and 08/04/2025 as presented seconded by Kristine Gericke. Those voting yes: Cush, Blastic, Willensky, Kozminski, McMillen, and Gericke. Those voting No: None. Abstain: Kelley Black. The motion carried.

4. Closed Meeting Minutes: 07/14/2025, 08/04/2025

Need more documentation on the minutes.

Amanda McMillen made a motion to approve the Closed Session Minutes dated 07/14/2025 and 08/04/2025 as presented seconded by Joe Kozminski. Those voting yes: Gericke, Blastic, Kozminski, Cush, Willensky, and McMillen. Those voting No: Kelley Black. The motion carried.

5. Health Insurance Updates

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

Communications

Written Communications

Freedom of Information Requests:

SmartProcure Freedom of Information Act Request-Business Office Information

Tomei Freedom of Information Act Request- Human Resources Information

Wehrli Freedom of Information Act Request-Student Information

Yao Freedom of Information Act Request-Business Office Information
Bagchi Freedom of Information Act Request-Business Office Information
Ackerson Freedom of Information Act Request-Business Office Information
Wehrli Freedom of Information Act Request-Student Information
Wehrli Freedom of Information Act Request-Student Information
Wehrli Freedom of Information Act Request-Student Information

Board Questions/Comments:

None.

Board of Education Reports:

Board member McMillen thank staff and Administration at KJHS. She and Vice President Gericke will be at COSSBA around Federal Advocacy during the September 8 Board meeting. Talked about Federal law and how it impacts us. Appreciate the feedback on the impacts of some of these decisions on our District.

Board member Kelley Black stated she was asked to attend the Maplebrook popsicle party. Administration set a warm and welcoming tone. Wonderful sense of community. She noted she attended the Naperville Children's Fair for young entrepreneurs.

President's Report:

President Cush noted that he visited a couple of his adopt a schools. The Connections space is amazing.

Superintendent Bridges added there will be a ribbon cutting there and at Ranchview.

President Cush also noted that there is a need to determine a date for October Self evaluation

Superintendent's Report:

No report.

Discussion without Action:

PRESS Update 118

PRESS Update 119

Policy 2.270, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited

Superintendent Bridges gave general comments on all three areas. Typical process is three meetings. This is the first time we review them. We will post the questions for all to see. We can discuss or wait until next meeting. We will look for approval the second meeting in September.

PRESS Update 118

Board Questions/Comments:

It looks like they are eliminating language around gender identity. Are mandated to comply to the Federal government changes?

Dr. Cohen stated we cannot add Federal protections but the state of IL does add them.

Want to be really clear about the IL protections. Will have additional questions.

We will bring these back next meeting without action.

Superintendent Bridges added that we will bring them back with action on September 22.

Will Board members McMillen and Gericke be able to phone in?

No.

Why is there a timeline? Don't they enter the changes?

PRESS Update 119

Board Questions/Comments:
None.

Policy 2.270, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited

Board Questions/Comments:
None.
Discussion with Action:
None.

Old Business:
None:

New Business:
None.

Upcoming Events:

- **Next Board of Education Meeting-Monday, September 8, 2025**

Adjournment

Amanda McMillen moved seconded by Joe Kozminski to adjourn the meeting at 10:50 p.m. A roll call vote was taken. Those voting yes: Cush, McMillen, Blastic, Gericke, Willensky, Kelley Black, Cush, and Kozminski. Those voting no: None. The motion carried.

Approved: September 22, 2025

Charles Cush, President, Board of
Education

Susan Patton, Secretary, Board of
Education