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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  
July 14, 2025 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

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### **Call to order**

President Charles Cush called the meeting to order at 6:00 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,

Mark Cohen, Deputy Superintendent/High Schools,

Lisa Xagas, Assistant Superintendent for Strategy and Engagement

Michael Frances, Chief Financial Officer

Chuck Freundt, Assistant Superintendent for Leadership and School Services

Others Present: Joe Perkowski, Attorney

### **Closed Session**

Amanda McMillen moved, seconded by Joe Kozminski to go into Closed Session at 6:00 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. 06/16/2025, 06/25/2025.
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)(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.

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 6:01 p.m.

### **Meeting Opening**

Amanda McMillen made a motion, seconded by Kristine Gericke to return to Open Session at 7:07pm. A roll call vote was taken. Those voting yes: Cush, McMillen, Kelley Black, Blastic, Kozminski, Gericke, and Willensky. 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**

Summer Learning delivered 6 exciting weeks of growth, discovery, and fun! Students at all levels deepened skills, explored new interests, built friendships, and connected with caring staff through academic enrichment, hands-on projects, and special events.

A new partnership gave high school *Intro to Teaching* students valuable classroom experience, while long-standing partners — Naperville Park District, Champions, Alive Center, Golden Apple Scholars, and the Naperville Public Library — continued to enrich learning and provide vital resources.

Elementary students sharpened their reading and math skills with engaging activities. They also wowed families and principals by performing *Yankee Doodle Hits the Road* and *It's the Pits!* as part of their *Read, Write, and Run* program.

Junior high students dove into hands-on exploratory classes: visiting airports, building tiny houses and bridges, creating and marketing lemonade stands, competing in cupcake wars, debating global issues, and designing their own board games. They even welcomed *Larry the Llama*; a new mascot made possible by an NEF grant.

High school students stayed busy earning credits through a wide range of in-person and online courses, getting ahead on graduation requirements. Many also took driver's ed and hit the road for the first time this summer!

Science Camp offered four weeks of exciting exploration, where students launched rockets, journeyed to Mars and back through creative STEM activities, and enjoyed a thrilling live demonstration by Mr. Freeze in partnership with Fermi Lab.

Summer Music wrapped up with impressive student concerts at Lincoln Jr. High, highlighting weeks of hard work, practice, and musical growth.

Our students made memories, built skills, and connected with peers and the community — truly a summer well spent!

## **Public Comments**

President Cush gave the parameters for public Comments.

Jason Copeland discussed transgender in sports whether states can preserve female sports. Just following state law is all that 203 is doing. Talked about what others have done ex use biology terms of male and female, we gamble with millions and billions of dollars.

Rakshita Ruparel wanted to make everyone aware of the Planet Earth's Future: student Voices on Climate Change happening on July 21, 2025.

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.

## Monthly Reports

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

## Board Questions/Comments:

**A Board Member inquired about the insurance report, specifically when funds for the clinic investment would be dispersed and how they would be reported.**

Mr. Frances responded funds for Marathon Health would be a separate line on internal reports and could be a separate line in the third section of expenses on fees. It would be a monthly contract fee. Very little investment was needed for facilities (painting done internally), and build-out costs are incorporated into the lease.

## Action by Consent:

**1. Bills and Claims** from WARRANT NO. 1069010 THRU WARRANT NO. 1070228 AND WARRANT NO. 9000000112 TOTALING \$31,324,602.07 FOR THE PERIOD OF JUNE 17, 2025 TO JULY 14, 2025.

## 2. Adoption of Personnel Report

	Effective Date	Location	Position
<b>RESIGNATION-ADMINISTRATION</b>			
Jill Hlavacek	7/13/2025	PSAC	Director of Innovation & Learning
<b>REASSIGNMENT-ADMINISTRATION</b>			
Matt Langes	7/28/2025	PSAC	Director of Innovation & Learning
<b>APPOINTMENT-ADMINISTRATION</b>			
LeeAnn Betz	7/29/2025	PSAC	Director of Communications
Stephanie Dornan	7/28/2025	Steeple Run	Assistant Principal
Kayla Fleming	7/28/2025	Ann Reid	Assistant Principal
<b>RESIGNATION-CERTIFIED</b>			
Adaora Ezeji-Okoye	7/7/2025	Steeple Run	Learning Behavior Specialist

Katelyn Black	7/8/2025	Connections	Speech-Language Pathologist
Eulalia Hernandez	8/1/2025	Beebe	4th Grade Dual Language
Meaghan Winebrenner	8/8/2025	NCHS	Comm Arts Teacher
Scott Silder	7/7/2025	Scott	Music Teacher
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Evan Kocsis	8/11/2025	Scott	1st Grade Teacher
Siarrah Smith	8/11/2025	Beebe	3rd Grade Teacher
Sandi Garcia	8/11/2025	River Woods	2nd Grade Dual Language Teacher
Natalie Harmening	8/11/2025	NNHS	Math Teacher
Alysa Cobb	8/11/2025	NNHS	Math Teacher
Connelly Thompson	8/11/2025	Elmwood	Speech Pathologist
Shawn Aycock	8/11/2025	Beebe	1st Grade Teacher
Margaret Lamb	8/11/2025	Kennedy JHS	Language Arts Teacher
<b>APPOINTMENT-CERTIFIED PART-TIME</b>			
Malgorzata Wojtowicz	8/11/2025	NNHS	Communication Arts Teacher
Pennie Major	8/11/2025	Madison	LBS
Ilham Daoui	8/11/2025	JJHS/KJHS	French Teacher
Nathaniel Nelson	8/11/2025	NCHS	Biology Teacher
<b>REVISED CONTRACT-CERTIFIED FULL-TIME</b>			
Grace Lueken	8/11/2025	NCHS	Social Studies Teacher
<b>RE-EMPLOYMENT-CERTIFIED FULL-TIME</b>			
Kyle Hack	8/11/2025	Lincoln JHS	School Psychologist
<b>RE-EMPLOYMENT-CERTIFIED PART-TIME</b>			
Ethan Shriver	8/11/2025	NCHS	Social Studies Teacher
<b>EMPLOYMENT OF INTERNS-CERTIFIED</b>			
Taylor Derr	8/11/2025	Naper/KJHS	School Social Work Intern
Amber Hanke	8/11/2025	Elmwood	School Social Work Intern
Joy Jeronimus	8/11/2025	Maplebrook	School Psychologist Intern
<b>LEAVE OF ABSENCE-CERTIFIED</b>			
Allison Hillyer	3/18/26 - 5/22/26	NNHS	FACS
<b>RETIREMENT-CLASSIFIED</b>			
Susan Rook	9/26/2025	River Woods	Executive Secretary
Constance Onori	7/1/2025	NCHS	Special Education Paraprofessional

<b>RESIGNATION-NON-UNION CLASSIFIED</b>			
Dennis Chase	7/28/2025	PSAC	Employee Applications System
Laaiba Mahmood	9/5/2025	PSAC	Marketing and Communication Coordinator-NEF
<b>RESIGNATION-CLASSIFIED</b>			
Keanu Larrea	8/12/2025	Meadow Glens	Special Education Paraprofessional
Alexandra Rucinski	8/12/2025	Kennedy	Special Education Paraprofessional
Jane Collins	7/31/2025	PSAC	Senior Admin Secretary
Gena Karston	6/27/2025	Meadow Glens	Special Education Paraprofessional
<b>REASSIGNMENT-CLASSIFIED</b>			
Julie Strang	8/5/2025	Ellsworth	Senior Secretary
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Teri Cardamone	7/25/2025	NNHS	Department Secretary
Julisa Silva	7/25/2025	Mill St	Executive Secretary
Laura Miller	8/13/2025	Connections	Special Education Paraprofessional
Nicholas Baumgartner	8/14/2025	NCHS	Campus Supervisor
Isis Sheets	8/14/2025	NCHS	Campus Supervisor
Jessica Jones	8/13/2025	Madison	Special Education Paraprofessional
Deborah Baumgartner	8/13/2025	Mill Street	Special Education Paraprofessional
<b>LEAVE OF ABSENCE-CLASSIFIED</b>			
Juan Ramos	6/17/25-6/17/26	PSAC	Custodian
Mojdeh Barzehkar	8/14/25-5/27/26	Meadow Glens	Special Education Assistant

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

**A Board member raised concern about the recurring issue of losing "blue ribbon principals, vice principals, and cabinet members" to other districts.**

**A request was made to have a Board agenda item to discuss strategies for increasing retention and succession planning, especially at the leadership level.**

**Other Board members supported this discussion, acknowledging that high-performing districts sometimes have their talent "poached".**

**It was noted that Board agreements require a written rationale for adding items to the agenda to help focus the conversation. The requesting Board member agreed to provide bullet points for her rationale to Superintendent Bridges**

### **3. Board Meeting Minutes: 06/16/2025**

Amanda McMillen made a motion to approve the Open and Closed Session Minutes dated 06/16/2025 as presented seconded by Kristine Gericke. Those voting yes: Cush, McMillen, Blastic, Kozminski, Gericke, and Willensky. Those voting No: None. Abstain: Kelley Black. The motion carried.

#### **4. Board Meeting Minutes: 06/25/2025**

**A Board member requested that notes used during the open part of the meeting be attached to the agenda or minutes in BoardDocs for better access and clarity, given how fast information was shared.**

**It was also requested for more detailed closed-door minutes, even if sensitive, to aid absent board members and provide continuity for new members, especially given the positive outcome of the self-evaluation.**

Superintendent Bridges responded that closed session minutes are not verbatim but that a verbatim record is kept. He committed to working with leadership to cover top points or provide follow-up to ensure relevant information is available to missing board members.

Amanda McMillen made a motion to approve the Open and Closed Session Minutes dated 06/25/2025 as presented seconded by Marc Willensky. Those voting yes: Kozminski, Cush, Willensky, McMillen, Blastic, Kelley Black, and Gericke. Those voting No: None. The motion carried.

- 5. Closed Session Minutes: 06/16/2025**
- 6. Closed Session Minutes: 06/25/2025**
- 7. LUDA Annual Dues 2025-2026**
- 8. LEND Annual Dues 2025-2026**
- 9. DAOES Appointment**

Kristine Gericke made a motion to approve from WARRANT NO. 1069010 THRU WARRANT NO. 1070228 AND WARRANT NO. 9000000112 TOTALING \$31,324,602.07 FOR THE PERIOD OF JUNE 17, 2025 TO JULY 14, 2025 and items 7.07, 7.08, and 7.09 on the Consent Agenda seconded by Amanda McMillen. Those voting yes: Kozminski, Cush, Willensky, McMillen, Blastic, Kelley Black, and Gericke. No: None. The motion carried.

#### **Communications**

##### **Written Communications**

##### **Freedom of Information Requests:**

Quesada Freedom of Information Act Request-Business Office Information  
Castro Freedom of Information Act Request- Business of Education Information  
Kelley Black Freedom of Information Act Request-Board of Education Information  
Get Star Jump Freedom of Information Act Request-earning Services Information  
Medlin Freedom of Information Act Request-Student Information  
Fabbre Freedom of Information Act Request-Board of Education Information  
Mills Freedom of Information Act Request-Human Resources Information  
Quesada Freedom of Information Act Request-Business Office Information  
DuPage Policy Journal Freedom of Information Act Request-Student Information  
Mackinac Freedom of Information Act Request-Human Resources Information

##### **Board Questions/Comments:**

**A Board member raised concerns about a Freedom of Information Act (FOIA) request submitted in her name without her consent, stating it had not been done to other Board members and set a**

concerning precedent regarding consistent and fair handling of internal communications and public records.

Board member also stated her understanding that Superintendent Dan Bridges filed a personal criminal complaint involving district legal counsel, raising concerns about clear boundaries between personal and official district business, the appropriate use of taxpayer-funded legal services, and alignment with Board policies.

Board member requested an independent third-party review to:

Clarify circumstances of the FOIA request in her name.

Determine if legal resources were allocated according to policy, procedures, and state laws.

Ensure equitable treatment of all Board members without fear of retaliation.

Assess systematic governance concerns.

Board member added that having police officers come to her house, especially a day before a self-evaluation, felt like intimidation and not "good governance".

*Board President Cush stated there was no personal claim against her by the Superintendent and that her notion of it being a personal matter was false.*

*He clarified that the report was a direct follow-up to a statement she made in a public meeting on June 2nd, which Superintendent Bridges openly stated he would follow up on.*

*President Cush stated that the matter is not an agenda item for continued discussion as a third party is already investigating and will make a determination, and the Board will not waste community time debating its merits.*

A Board member supported the Superintendent's action, stating that if a law was believed to be broken, it is a responsibility to report it to appropriate authorities, and that no Board discussion was needed for such a report, especially if it occurred on district property.

*A point of order was called and upheld to move on from this discussion.*

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

No reports.

#### **President's Report:**

President Cush thanked Dr. Arlana Bedard from IASB for facilitating the Board Self-Evaluation session. He informed board members that they would receive communication regarding additional dates in October for a follow-up session.

#### **Superintendent's Report:**

No report.

#### **Discussion without Action:**

##### **Policy 4:20 Update**

Superintendent Bridges provided an update on Policy 420 regarding the district's fund balance and a recommendation for its use.

The district's current fund balance is projected to be approximately \$25 million, representing 28% of annual aggregated expenses, which exceeds the board-established range of 10–20%. In response, administration recommends allocating a portion of the excess to construct a new transportation facility at Fifth Avenue, classified as a Category 2: Capital Project—a one-time, non-recurring expense.

Superintendent Bridges shared the rationale behind a new Transportation facility.

- The current trailer-based facility has exceeded its useful life, was closed due to safety concerns, and replaced temporarily through leased office space.



- The proposed facility would significantly improve safety, security, and working conditions for transportation staff, mechanics, and drivers—directly addressing the top concern identified by the department.
- The current setup suffers from inadequate restroom access (4 restrooms for ~115 daily drivers), limited learning and collaboration space, and a lack of basic amenities.
- The new facility would support the district's Carbon Action Plan, integrating with existing electric bus charging infrastructure and enabling future fleet expansion.
- Maintaining a central location minimizes future route and transportation costs.
- The conceptual plan includes consolidating the garage and offices, slightly expanding the site footprint, and organizing on-site parking for buses and cars.
- Initial costs are projected between \$14.8 million and \$17.4 million, pending competitive bidding. If approved by the board on August 4, construction could begin in winter with completion by late July of the following year.

This strategic investment supports long-term operational efficiency, staff satisfaction, and sustainability goals while responsibly utilizing surplus funds.

#### **Board Questions/Comments:**

##### **What will happen to space across street when we have our plan created?**

Mr. Freundt stated that it could become additional storage, or another long term facility, though parking and utility easements might restrict its use.

##### **Wanted to see picture and making sure we weren't going to move the charging stations.**

##### **Could we get more exact balance before the 8/4 BOE meeting?**

Superintendent Bridges stated yes.

##### **Concern was expressed for firmer numbers and to see contracts before voting on such a significant investment. Board member also raised concerns about potential future cuts nationally or increased services affecting district finances, and asked if building this facility would impact services for students.**

Superintendent Bridges reiterated that this is a one-time, non-recurring expense from the fund balance, consistent with Policy 420's intent to use excess funds for capital projects or taxpayer relief, not for ongoing operational costs or to balance annual deficits. Transportation services are considered a vital service to students. You will also have to approve the bids as they come in.

##### **About policy itself, any discussions about including a forecast?**

Mr. Frances responded that yes, we look at that multiple times a year and how we set the limits.

##### ***I am excited to see this, has been a discussion for a while, what they wanted the fund balance to address, checks off what 4.20 is intended to.***

##### **A question was raised about potential traffic disruptions due to the new facility's location near a thoroughfare.**

Superintendent Bridges clarified that there would be no increase in bus routes or drivers, so no operational or logistical impact on traffic is expected. Planning will ensure smooth operations for Naperville North and Connections.

##### **Discussions may have taken place in the past, but we need to discuss as a board.**

##### ***Confirming that this money can only be spent on specific things only for operational expenditures.***

##### **Are we ensuring that there is no disruption to the students?**

Superintendent Bridges stated that planning will ensure smooth operations for Naperville North and Connections.

##### **Why not outsource?**

Superintendent Bridges strongly advised against outsourcing, citing his 14 years of experience and stating he has "no interest in giving up our self-employed transportation department" due to the value of working with the union, drivers, and the pride and commitment of Naperville 203 employees to student safety and the district's mission. He cited examples like their ability to manage operations during



extreme cold weather better than outsourced districts. We are bringing you the best options. You charge us with doing this but if the Board wants us to do anything else then they can request that from us.

**Several Board members supported keeping transportation in-house, highlighting the reliability, safety, and personal connection provided by district employees.**

***Board Member acknowledged the value of in-house services but emphasized the need for due diligence in exploring all options.***

Could be outsourced, yes but we prefer our staff and knowing that we get to make those decisions to drive in cold. We have experts in our district who have that history. I believe this is the best plan.

**Discussion with Action:**

None.

**Old Business:**

None:

**New Business:**

None.

**Upcoming Events:**

- **Next Board of Education Meeting-August 4, 2025**
- **First Day for Students-August 14, 2025**

**Return to Closed Session**

Amanda McMillen moved, seconded by Joe Kozminski to return to Closed Session at 8:37pm. For the purposes of:

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

**Adjournment**

Joe Kozminski moved seconded by Kristine Gericke to end the Closed Session at 10:04 p.m. A roll call vote was taken. Those voting yes: Cush, Blastic, Gericke, Kozminski, McMillen, Willensky, and Kelley Black. Those voting no: None. The motion carried.

Kristine Gericke moved seconded by Joe Kozminski to adjourn the meeting at 10:04 p.m. A roll call vote was taken. Those voting yes: Cush, Blastic, Gericke, Kozminski, McMillen, Willensky, and Kelley Black. Those voting no: None. The motion carried.

Approved: August 18, 2025

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Charles Cush, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education