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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
June 16, 2025 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

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

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

Administrators present were:

Dan Bridges, Superintendent,

Michael Frances, Chief Financial Officer,

Dr. Mark Cohen, Deputy Superintendent/High Schools,

Lisa Xagas, Assistant Superintendent for Strategy and Engagement

Closed Session

Kristine Gericke moved, seconded by Amanda McMillen to go into Closed Session at 6:00 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. 05/19/2025, 06/02/2025.
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.

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

The Board of Education entered closed session at 6:01 pm

Meeting Opening

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

Welcome and Mission

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

Roll Call

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

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.

Board members agreed to swap the order of agenda items 4 and 5, moving "Good News and Recognition" (item 5) before the "Public Hearing regarding the Budget" (item 4). No vote was required for this change.

Good News

Elmwood alumni who are now 2025 NCHS graduates returned for a special clap-off celebration following their recent graduation!

Staff were thrilled to welcome back these familiar faces and see how much they've grown into outstanding young adults. We are incredibly proud of all they've achieved and can't wait to watch them continue to do great things in the future!

Our Madison Junior High 8th graders wrapped up the school year with an unforgettable trip to Washington, D.C.!

Students explored museums, toured monuments, and made lasting memories with their MJHS classmates—an amazing way to close out their time at Madison.

Lincoln Junior High wrapped up the school year with a special send-off for our incredible retirees—a final victory lap complete with a drumline and confetti cannons!

We are so grateful for the lasting impact these outstanding educators have had on our students, school, and the entire Lincoln community. Their dedication and passion have truly made a difference. We wish them all the best as they transition from *Lancer to Leisure!*

Congratulations to NNHS Badminton Coach Heather Schild, who was named Illinois Association of Badminton Coaches Coach of the Year during the state tournament in May!

We're proud to celebrate this well-deserved recognition and the incredible leadership Coach Schild brings to the NNHS Badminton program.

Summer Learning is Off to a Fantastic Start!

As of June 4, more than 3,700 students have kicked off a summer filled with exploration, enrichment, and academic growth. Elementary students are diving into reading, math, robotics, arts, and after-school camps. Junior high courses continue to spark curiosity, including a special visit from local author and game designer Kevin Rodgers in the Logic, Reasoning, and Strategy Games class. Over 400 high school students are earning credits through flexible online courses. Summer Music is in full swing as students prepare for upcoming performances, and Science Camp launched with a new "Our Animal Friends" class featuring visits from animal experts. We're proud of this strong start and look forward to sharing more highlights throughout the summer!

NNHS Boys' Water Polo State Champions

Superintendent Bridges invited Naperville North High School Principal Jay Wachtel and Athletic Director John Pereiro along with coaches and players, to recognize the State Champion Water Polo Team. Head coach Kelly Reif and Assistant coach George Horn were present, along with several players. Coach Reif thanked the district, Athletic Director, and Principal for their support, expressing immense pride in the team's hard work, grit, and dedication.

NCHS Long Jump State Champion

Superintendent Bridges invited Principal Jackie Thornton and Coach Stack recognized Naperville Central High School's Boys Long Jump State Champion, Zoelen Terry a junior and first-time participant, moved from 10th place to first on his very first jump in the state finals with a leap of 23 feet 2.5 inches.

Public Hearing: 2025-2026 Budget

Administrator's Comments

Superintendent Bridges mentioned the forms related to the budget in BoardDocs. He also reminded the Board and community of the timeline of discussions.

Mr. Frances presented the Fiscal Year 2026 budget to the Board of Education, marking the final steps in the budget adoption process. Supporting documents, including the final budget book, ISBE form, adoption resolution, a detailed revenue statement, and a compilation of board questions and administrative responses, were made available for review via BoardDocs.

The development of the FY26 budget included a thorough review process, with input from the Citizen Finance Advisors Committee and followed by several dedicated board workshops. These collaborative sessions ensured that stakeholders had multiple opportunities to understand and provide feedback on the district's financial priorities.

Revenue projections for FY26 show a total increase of \$11.3 million, or 3.3%, bringing total revenue to approximately \$355.5 million. The majority of this growth is attributed to increases in local property taxes and investment income, reflecting a stable local funding base. However, both state and federal contributions are expected to decline, continuing a trend of decreasing external support.

On the expenditure side, operating fund expenses are projected to grow by \$12.1 million, a 3.5% increase. When factoring in all funds—including debt service and capital improvements—total expenditures are expected to rise by \$23.2 million, or 6.5%, reaching a total of \$379.5 million. A significant portion of this increase, over \$22 million, is planned as a spend-down from the capital projects fund for previously approved facility projects. These include additions at Steeple Run and Ranch View elementary schools, expansion of the Connections transition program, and renovations at Naperville North High School.

Salaries and benefits, which make up the largest share of operating costs, are projected to increase by 4.24%, reflecting contractual obligations and staffing needs.

Although the district anticipates spending roughly \$24 million more than it will receive in FY26, nearly \$21 million of that difference is due to the intentional, one-time use of capital funds for construction and infrastructure projects. This approach maintains the district's long-term financial stability while addressing urgent facility needs.

As required by Public Act 102-0895, the district also disclosed fund balance data through April 2025, providing additional transparency and context for long-range financial planning.

Board Comments/Questions:

Thanked Mike Frances and his team for their detailed budget breakdown (over 50 pages) and accuracy, noting it helps in their fiduciary duties. She appreciated the transparency of board members' questions and answers.

Thank you to Mike Frances and Tracy Angel who met with me and Holly orienting us on how the budget is developed. Gave me a lot of confidence in the process.

Appreciated the fund-by-fund explanation and the transparency of the district's process.

I appreciate the process and the work that has been done. I appreciate all the diligence and the posting of all the questions.

Thank you to Mike Frances and team for answering the questions in a way we can all understand.

This is a robust process. Bring a lot of professionalism and expertise to this process. Not an easy process but has been readily explained. Directed the community to the questions that are posted in BoardDocs.

Public Comments

None.

Close Public Hearing 2025-2026 Budget

Public Comments

President Cush gave parameters for Public Comment.

A diverse set of voices spoke at the recent District 203 meeting, reflecting deep divisions over gender identity policies in sports and school facilities. Several speakers advocated for policies grounded in biological sex, particularly regarding athletic participation and access to bathrooms and locker rooms. They argued that fairness, safety, and compliance with Title IX require the preservation of female-only spaces and sports, citing biological differences in strength and speed. Many voiced concerns about trans girls competing in girls' athletics and using girls' facilities, asserting that such policies undermine hard-won rights and opportunities for women and girls.

Some speakers provided personal stories, including those of parents whose daughters are athletes or have experienced discomfort with biological males in female spaces. Emotional appeals were made regarding the protection of children, the integrity of female sports, and fears of legal and financial liabilities for the district if current policies persist.

Others criticized these positions as part of a broader, politically motivated campaign. Several speakers raised alarms about outside activist groups allegedly targeting public schools with harassment, misinformation, lawsuits, and coordinated attacks on educators and students. These commenters warned against allowing such extremism to influence district policy and emphasized Naperville's values of inclusion, safety, and truth. They argued that the number of actual trans athletes is minuscule and that the backlash is disproportionate and harmful.

Some statements blended religious and ideological beliefs, linking gender identity issues to broader social decline and calling for a return to traditional or biblical values.

Overall, the comments illustrate a community grappling with the intersection of gender identity, student rights, safety, fairness in athletics, and broader cultural conflict. The debate is charged with personal, legal, ethical, and political implications for the district's future decisions.

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

Consent Agenda

1. **Bills and Claims** from WARRANT NO. 1068527 THRU 1069009 AND WARRANT NO.

9000000117 and 9000000119 TOTALING \$29,750,630.23 FOR THE PERIOD OF May 20, 2025 TO June 16, 2025.

Board member Kozminski thanked Michelle Swope for her help with Bills and Claims.

2. Personnel Report

	Effective Date	Location	Position
REASSIGNMENT-ADMINISTRATION			
Jennifer Brandes	7/28/2025	Meadow Glens	Assistant Principal
Carrie Smith	7/28/2025	Scott	Assistant Principal
APPOINTMENT-ADMINISTRATION			
Robyn Rippel	7/28/2025	Highlands	Interim Assistant Principal
Jacquelyn Peters	7/28/2025	Prairie	Assistant Principal
RESIGNATION-CERTIFIED			
Michael Schultz	7/31/2025	NCHS	Learning Support Coach
APPOINTMENT-CERTIFIED FULL-TIME			
Maren Lee	8/11/2025	Jefferson JHS	FACS Teacher
Ariana Wilde	8/11/2025	Jefferson JHS	DL-LA and SS Teacher
Meaghan Johnston	8/11/2025	Jefferson JHS	WL-Spanish Teacher
Dragoljub Gudovic	8/11/2025	NNHS	Business/CTE Teacher
Andrea Du	8/11/2025	Kennedy JHS	Learning Behavior Specialist
Kate Kuehl	8/11/2025	Ranch View	5th Grade Teacher
Lorena Betancourt	8/11/2025	River Woods	Dual Language Teacher
Samuel Bransby	8/11/2025	Ranch View	4th Grade Teacher
Oneida Byrd	8/11/2025	Scott	4th Grade Teacher
Thomas Collins	8/11/2025	Scott	Art Teacher
Helen Gose	8/11/2025	Scott	1st Grade Teacher
Monika Pszczola	8/11/2025	Madison JHS	School Counselor
APPOINTMENT-CERTIFIED PART-TIME			
Jacob Wagner	8/11/2025	NCHS	Physical Education
Grace Lueken	8/11/2025	NCHS	Social Studies Teacher
LEAVE OF ABSENCE-CERTIFIED			
Mary Zarembski	8/11/25-3/27/26	ARECC	Early Childhood Teacher
Katherine Papagiannis	SY 2025/2026	NNHS	Mathematics
RETIREMENT-CLASSIFIED			
Mary Ann Marcin	8/10/2025	Ann Reid	Special Education Paraprofessional
Mark Brown	1/1/2026	Transportation	Bus Driver
Michael Nowak	11/28/2025	Transportation	Bus Driver
RESIGNATION-CLASSIFIED			

Jacquelyn Mullin	5/28/2025	Washington	LRC Assistant
Melissa Ricci	8/12/2025	Prairie	Special Education Paraprofessional
Maria Trujillo	8/10/2025	Elmwood	Instructional Paraprofessional
Sarah Boghossian	5/26/2025	NNHS	Literacy/Writing Center Assistant
REASSIGNMENT-NON-UNION CLASSIFIED			
Pamela Berryman	7/1/2025	PSAC	Human Resources Generalist

3. Board meeting Minutes: 05/19/2025, 06/02/2025
4. Closed Session Minutes: 05/19/2025, 06/02/2025
5. Non-Union Compensation
6. LJHS Boiler Replacement
7. Abraxas Contract
8. Hazardous Crossing Re-Certification
9. Out of Country Field Trips
10. Property/Casualty & Workers Comp Insurance

Joe Kozminski made a motion to approve WARRANT NO. 1068527 THRU 1069009 AND WARRANT NO. 9000000117 and 9000000119 TOTALING \$29,750,630.23 FOR THE PERIOD OF May 20, 2025 TO June 16, 2025. and the remaining items on the Consent agenda seconded by Amanda McMillen. Those voting yes: Kozminski, McMillen, Willensky, Gericke, Blastic, and Cush. Those voting no: None. Absent: Kelley Black. The motion carried.

Communications

Written Communications

Freedom of Information Requests:

Endeavor Health Freedom of Information Act Request-Business Office Information

Vichich Freedom of Information Act Request-Human Resources Information

Propst Freedom of Information Act Request-Business Office Information

Board of Education Reports:

None.

Presidents Report

President Cush mentioned the upcoming board self-evaluation, scheduled for June 25th, which will be conducted in closed session with a facilitator from IASB to reflect on board agreements and self-improvement.

Board Member Assignments

Vice President Gericke presented the adopted school and committee assignments for the upcoming school year, noting she aimed to avoid conflicts and would rework assignments if needed.

Board members gave thanks for the work Kristine put into this.

Superintendents Report

Superintendent Bridges reported that Dr. Patrick Nolten will be presenting the annual report on Academic performance focusing on NWEA MAP Growth results for K-8.

Academic Progress Update

Since 2019, District 203 has used the NWEA MAP Growth assessment as its primary tool for measuring student learning in reading and mathematics. Widely regarded as the “gold standard” in student assessment, MAP Growth was selected by the district for its alignment with Illinois Learning Standards and its ability to track both student achievement and growth. Administered universally across grades K–8 during the fall, winter, and spring, the assessment provides data set that enables the district to compare local student performance with national benchmarks.

Student outcomes on MAP Growth have remained strong. As of Spring 2025, over one-third of students scored in the 80th percentile or above nationally. The typical District 203 student continues to perform well above average, with the median score around the 75th percentile. These high levels of performance have been sustained even through the disruptions of the pandemic.

Across all grade levels, performance has shown consistency, particularly in the 70th percentile range for the median student. Asian students maintained steady achievement, while Black/African American and Hispanic/Latinx students demonstrated encouraging upward trends. Performance among students identifying as two or more races was more variable, and white students' scores remained stable. In mathematics specifically, scores appeared to rise across all racial and ethnic groups, a pattern linked to a recently enhanced item selection algorithm in the MAP platform. This inflation, particularly noted in 3rd and 4th grade math scores, is expected to be corrected when updated national norms are released in July 2025.

The district also closely monitors subgroup performance. Students with disabilities typically score at the 31st percentile nationally, while economically disadvantaged students perform around the 50th percentile—an unusually high result compared to national averages. English Learners also demonstrated strong academic results. Although achievement gaps remain across various groups, performance levels for all student populations are notably high, and the district remains transparent about these differences. School improvement plans are used to target and close these gaps.

The state of Illinois is in the process of revising its assessment and accountability systems. One major area of focus is a review of performance benchmarks where many students who do not meet current “proficiency” levels nonetheless perform well in college and career pathways. The state is moving toward a unified set of performance levels for all assessments, simplified into four categories: above proficient, proficient, approaching, and below. A standard-setting process is scheduled for July, with changes in accountability designations anticipated in the fall of 2026. Until then, the current system will remain in place.

Board Questions/Comments:

Thank you. Great to hear the latest data. Can we think of them as pre, mid and posttests, and how norming works with these cycles?

Dr. Nolten stated there are different norms for Fall, Winter, Spring. If you were here in the spring, the test would pick up where you ended when you take the test in the Fall. The system remembers prior performance, and adaptive testing adjusts difficulty based on accuracy of responses. Students are compared with students who have the same starting points. Expected growth projections are based on the student's starting point

Discussion without Action:

None.

Discussion with Action:

2025-2026 Budget Adoption

Superintendent Bridges stated the Administration recommends approving the resolution adopting the budget.

Board Questions/Comments:

None.

Amanda McMillen made a motion to approve the 2025-2026 Resolution to adopt the Budget as presented, seconded by Joe Kozminski. Those voting yes: McMillen, Kozminski, Blastic, Cush, Gericke, and Willensky. Those voting No: None. Absent: Kelley Black. The motion carried.

KJHS Project

Superintendent Bridges stated in October 2024, the Board approved the Family and Consumer Science/Project Lead the Way renovation at Kennedy. In December 2024, the Board delayed the work to determine if additional needs could be met. A memo summarizing additional projects was loaded into BoardDocs

Board Questions/Comments:

Thank you for looking at this more holistically. Installation of solar panels. Will that be a part of this renovation.

Superintendent Bridges responded as part of the facility assessment process-there is an evaluation of the rooftops for solar.

Mrs. Brown added that some rooftops may be found to not be suitable for solar. Any new rooftops have to be able to support solar.

Superintendent Bridges noted that he anticipates coming back to the Board for additional recommendations of facility updates.

Appreciate the foresight to make the comprehensive Kennedy plan and eliminate outdoor pods.

Superintendent Bridges also reminded the Board about the ongoing life health safety review and facilities conditions assessment, noting additional facility needs, including transportation and the remaining mobile unit at Riverwoods, which would be part of future recommendations.

Appreciate the thoughtful approach and taking a step back to make sure we are making the right decisions.

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

Consideration of Board of Education Expenses:

Superintendent Bridges noted Board Policy 2.125 requires roll call vote approval for all Board member expenses for travel, meals, and lodging. Invoices for the Joint Annual Conference hosted by IASB, IASA, and ISBO in November were included in BoardDocs.

Board Questions/Comments:

None.

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

Old Business:

None.

New Business:

None.

Upcoming Events

- District will be closed on Thursday, June 19th, in observance of Juneteenth.

- Board of Education self-evaluation in closed session: Wednesday, June 25th, at 6:30 PM, supervised by an Illinois Association of School Board representative.
- Next regularly scheduled Board of Education meeting: Monday, July 14th, 2025

Adjournment:

Kristine Gericke moved, seconded by Joe Kozminski to adjourn the meeting at 8:32 pm. A roll call vote was taken. Those voting yes: Cush, McMillen, Kozminski, Blastic, Willensky, and Gericke. Those voting no: None. Absent: Kelley Black. The motion carried.

Approved: July 14, 2025

Charles Cush, President, Board of
Education

Susan Patton, Secretary, Board of
Education