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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 Washington Junior High School, 201 North Washington Street, NAPERVILLE, IL 60540  
June 6, 2022, AT 7:00 P.M., CLOSED SESSION 5:00 p.m.

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### **Call to order**

President Kristin Fitzgerald called the meeting to order at 5:00 p.m. Board members present: Kristin Fitzgerald, Kristine Gericke, Donna Wandke, Joe Kozminski, Tony Casey, Amanda McMillen, and Charles Cush (via phone at 5:02 p.m., in person at 5:03 p.m.).

Administrators present were:

Dan Bridges, Superintendent,  
Bob Ross, Chief Human Resources Officer  
Michael Frances, Chief Financial Officer/CSBO  
Joe Perkoski, Attorney

### **Closed Session**

Donna Wandke moved, seconded by Tony Casey to go into Closed Session at 5:00 p.m. for consideration of:

1. Pursuant to 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District.
2. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the public body and its employees or their representatives.
3. Pursuant to 5 ILCS 120/2(c)(8) Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property.

### **Meeting Opening**

Charles Cush made a motion, seconded by Joe Kozminski to return to Open Session at 7:08 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, Casey, Wandke, Cush, and Kozminski. No: None. The motion carried.

### **Welcome and Mission**

Kristin Fitzgerald welcomed all and read Naperville Community Unit School District 203's Mission Statement.

### **Roll Call**

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

**Student Ambassadors present:** None.

**Administrators present:** Dan Bridges, Superintendent, John Bruesch, Assistant Superintendent for Administrative Services, Roger Brunelle, Chief Information Officer, Michael Frances, Chief Financial Officer, Chuck Freundt, Assistant Superintendent for Elementary Education, Chala Holland, Assistant Superintendent for Administrative Services, Rakeda Leaks, Executive Director of Inclusion and Diversity, Alex Mayster, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Student Services

### **Pledge of Allegiance**

Led by the Board of Education

## **Good News**

Fourth-graders in Ms. P's class at Maplebrook Elementary played an important role in the designation of Dolostone as the state of Illinois' new official state rock. In conjunction with a Burr Ridge school, the students discovered that Illinois did not have a state rock, interviewed regional geology scholars, visited museums and carried research to develop a ballot with three choices. They then asked schools across Illinois to vote on a state rock. This morning, Maplebrook students Max Napekoski, Colin Zigterman and Grace Allen attended a ceremony at The Morton Arboretum, where Governor JB Pritzker signed the legislation into law. Great job Maplebrook students!

Three Naperville 203 students were recently recognized by the Naperville Accessible Community Task Force for demonstrating a positive attitude that respects and values those with disabilities. The students honored were Peter Sotir from Naperville North, Elaine Catanzaro from Naperville Central and Faith Nadherny from Connections. The awards were presented at a recent Naperville City Council meeting. Congratulations to our honorees and thank you for respectfully representing our school district.

Naperville North's Girls' water polo team won the state championship for the second consecutive season! The Huskies defeated Stevenson 9-5 in the championship and finished their season with a record of 30 wins, one loss, and one tie. Congratulations to Huskies!

Highlands Elementary recently partnered with the organization Haiti Scholars to donate school supplies to children in Haiti. Their donations will help serve students in their studies. Great job Highlands's students!

## **Public Comment:**

President Fitzgerald gave the parameters for public comment. She will designate the next speaker so that they have the appropriate time to prepare. Issues raised in public comment will be taken under advisement by the Board of Education but will not be discussed in this meeting. Because the questions raised in public comment address district operational matters, the Superintendent is designated by the Board to coordinate responses and will apprise the Board accordingly. All public comments have been added to Board Docs. President Fitzgerald reminded the community that as outlined in Board Policy 2.230, individuals addressing the Board should conduct themselves with respect and civility toward others. Individuals are free to express their criticism regarding Board policy or decisions by the Board but should refrain from personal attacks.

Teacher came to share her concerns about the inequity happening in our school district. Teachers of young children could not livestream from home due to having to care for them. I had to burn through my sick days unlike those with older students who could work from home. We also lost multiple sick days due to our children having to quarantine for being exposed. This is inequitable. The District has the opportunity to do something to rectify this with little effort. Why now is the choice to be the opposite of "BeBold?" I urge you to do the equitable thing and return the sick days.

President Fitzgerald noted that the Board of Education appreciates your advocacy. Acknowledged all who spoke and who have emailed public comments. Cannot respond to each email due to volume. As a reminder, the BOE has designated the Superintendent to respond to public comments.

## **Action by Consent:**

### **1. Adoption of Personnel Report:**

	Effective Date	Location	Position
<b>RESIGNATION-ADMINISTRATION</b>			
Effey Nassis	6/30/2022	Scott	Assistant Principal
<b>APPOINTMENT-ADMINISTRATION</b>			
Ebony Baker	7/1/2022	PSAC	Outreach & Student Belonging Director
Caressa Buchanan	8/5/2022	NCHS	Dean of Interventions
Keith Langosch	7/1/2022	Connections	Principal
Danielle Lusby	7/1/2022	PSAC	Outreach & Student Belonging Director
Megan Plackett	7/1/2022	PSAC	Director of Professional Learning
<b>RESIGNATION-CERTIFIED</b>			
Jane Sterrett	8/11/2022	Scott	Gifted
Ann Ossey	7/1/2022	Kennedy	Visual Arts Teacher
Genevieve Berlinguette	8/11/2022	Madison	LBS
Stephanie Dietrich	6/30/2022	Meadow Glens	Learning Commons Director
Taylor Cruz	8/11/2022	Highlands	2nd Grade Teacher
Kathryn Crawford	8/11/2022	Scott	LBS Teacher
Colleen Cannon-Ruffo	6/20/2022	PSAC	Project Manager
Angela Vock	8/11/2022	NCHS/NNHS	French Teacher
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Patrick Van Duerm	8/12/2022	NNHS	Learning Behavior Specialist
Peyton Carducci	8/12/2022	Maplebrook	3rd Grade
Bridgette DuChane	8/12/2022	Steeple/ Beebe	LC Teacher
Rebecca Rittgers	8/12/2022	PSAC	School Social Worker
Sarah Rinaldi	8/12/2022	NNHS	Learning Behavior Specialist
Bev Sanchez	8/12/2022	Maplebrook	1st Grade Teacher
Cara Di Bona	8/12/2022	PSAC	School Social Worker
<b>APPOINTMENT-CERTIFIED PART-TIME</b>			
Shenna Maison	8/12/2022	Beebe	School Social Worker
Kruti Parikh	8/12/2022	NNHS	School Counselor
Christine Farley	8/12/2022	Highlands	Learning Behavior Specialist
Jessica Schaffer Jensen	8/12/2022	ARECC	Speech Language Pathologist
<b>REVISED CONTRACT-CERTIFIED FULL-TIME</b>			
Lindsey Fansler	8/12/2022	LJHS/JJHS	Art
Jacquelyn Heinz	8/12/2022	JJHS	Social Worker

Patricia Handel	8/12/2022	KJHS	Learning Behavior Specialist
Megan Murphy	8/12/2022	NNHS	Math Teacher
Sara Sneyd	8/12/2022	Mill/Naper/WJHS	Music-Instrumental
Heather Bezanis	8/12/2022	Kingsley	Learning Behavior Specialist
<b>REVISED CONTRACT-CERTIFIED PART-TIME</b>			
Nicole Mullenix	8/12/2022	MJHS.JJHS	FACS Teacher
<b>RE-EMPLOYMENT-CERTIFIED FULL-TIME</b>			
Michelle Irwin	8/12/2022	River Woods	Learning Behavior Specialist
Ana R Diaz	8/12/2022	NCHS	Foreign Language-Spanish
Meredith Siambekos	8/12/2022	MJHS	Learning Behavior Specialist
Sara Finkelstein	8/12/2022	JJHS	Language Arts Teacher
Emily Bauer	8/12/2022	NCHS	Language Arts Teacher
Nicole Rash	8/12/2022	WJHS/KJHS	Art Teacher
Veronica Baracaldo	8/12/2022	NNHS	Foreign Language-Spanish
Claire Kennedy	8/12/2022	NNHS	Social Science
Jenna Noesen	8/12/2022	Meadow Glens	3rd Grade Teacher
Cydney Olah	8/12/2022	WJHS	Music-Vocal
Jasmin Tuazon	8/12/2022	NNHS	FACS Teacher
Kerry Nguyen	8/12/2022	NNHS	Science Teacher
<b>RE-EMPLOYMENT-CERTIFIED PART-TIME</b>			
Zachary Taylor	8/12/2022	NNHS	Music-Instrumental
Holly Ruble	8/12/2022	WJHS/JJHS	FACS Teacher
<b>LEAVE OF ABSENCE-CERTIFIED</b>			
Rachel Wick	11/29/22 - 12/16/22	NCHS	School Psychologist
Jillian Sowell	12/5/22 - 12/22/22	Kingsley	1st Grade Teacher
Kathryn Trowbridge	SY 22/23	NNHS	Communication Arts
<b>RETIREMENT-CLASSIFIED</b>			
Nancy Jordan	9/25/2022	River Woods	Senior Secretary
Laura B Kohler.	8/15/2022	Elmwood	Instructional Assistant
Celina M. Simon	7/31/2022	Mill Street	Executive Secretary
Douglas Stephenson	7/31/2022	Naperville Central	Campus Supervisor
Marcia Wood	8/1/2022	Elmwood	
<b>RESIGNATION-NON-UNION CLASSIFIED</b>			

Neli K. Parquette	6/8/2022	PSAC	Human Resources Generalist
<b>RESIGNATION-CLASSIFIED</b>			
Xochiquetzali Aguirre	5/13/2022	Meadow Glens	Special Education Assistant
Lisa M. Giancarlo	5/27/2022	Mill Street	Special Education Assistant
Jeanett Hurtado	5/27/2022	Beebe	Dual Language Assistant
Frederick G. Becker	5/10/2022	MJHS	Custodian
Julie A. Nesci	5/30/2022	Jefferson	Computer Support Associate
Madeline Novak	5/27/2022	PSAC	Health Technician
Rodney Sartain	5/6/2022	KJHS	Custodian
<b>EMPLOYMENT-NON-UNION CLASSIFIED</b>			
Linda J. Foertsch	5/31/2022	Transportation	Safety Coordinator/Trainer
Danette Pietrarosso	6/20/2022	PSAC	Benefits Specialist
<b>EXTEND LEAVE OF ABSENCE-CLASSIFIED</b>			
Esteban Maldonado	6/1/22-9/1/22	NCHS	Custodian

2. Sunrise Transportation Extension
3. Treasurer's Bond
4. Ombudsman and Abraxas Contracts
5. DAOES Agreement
6. LUDA Annual Dues 2022-2023

Joe Kozminski made a motion to approve the Consent Agenda as presented, seconded by Kristine Gericke. Those voting yes: Kozminski, Casey, McMillen, Wandke, Gericke, Fitzgerald, and Cush. No: None. The motion carried.

**Superintendent/Staff/School Report**

Superintendent Bridges gave an update on sustainable grants that are now available through the EPA. We will be applying for these grants, which are due in August; announcements will be made in October. We intend to collaborate with providers that we contract with to look at this as opportunities for us. We have also identified a neighboring district

**Board Questions/Comments**

Thank you for the quick turnaround for looking into creating a more sustainable district. This is a priority of the board and it was nice to hear ideas from several students at the last board of education meeting.

Superintendent Bridges gave a brief update on COVID, noting that the majority of our mitigations will still be in place during Summer of Learning. We will not be providing individual close contact notifications during the summer, families will be notified at times when there are positive cases within the classroom.

We are still in the High level. Counties around us are beginning to move back into the Medium level.

**Update on Student Dress Code**

**Superintendent Bridges noted that this is an area of interest of the Board of Education. Dr. Holland and Mr. Freundt have been working with a group to develop a dress code that extends over all levels. Dr. Holland noted that the dress code working group has been working to create**

**a dress code that spans across all grade levels, early childhood through grade 12. We are planning to implement this dress code for the 2022-2023 school year. We will continue to meet to understand the impact of the implementation.**

### **Board Questions/Comments**

#### **Can you highlight the biggest changes to the dress code?**

Dr. Holland remarked that prior to this dress code, each building had their own. Each high school treated the dress code differently. Seemed some student groups were targeted more than others were. We tried to focus on the implementation. We listened to the concerns of staff. We tried to work through having broad enough language while having language that is acceptable. We added a section of Hate speech and the purpose of the dress code.

**Thank you for the extensiveness of the focus groups and all the input that was received.**

**Language and intended purpose is a little different from the language used in the hate speech.**

**Was that to make sure all bases are covered?**

Dr. Holland noted this as an opportunity to make sure all bases were covered. There is not one common way of defining Hate Speech. We wanted to be clear while making sure the intended purpose was clear.

**Thank you for the update and the work that went into it.**

### **President's Report**

**President Fitzgerald mentioned the Triple I conference, November 18-20. Please let Mrs. Patton know if you are interested in attending.**

### **Board of Education reports:**

**Board of Education Assignments-Shared that the document is loaded in BoardDocs.**

**Superintendent Bridges noted that this would be reported next meeting under Board of Education reports.**

**Board member Kozminski presented a resolution regarding electric busses. This will need to be submitted by June 22 to IASB in order to be considered for the Delegate Assembly at the Triple I conference in November.**

**Thank you for your hard work. You have definitely brought in some of the dialogue that we have had. This also urges IASB to have federal funding and state funding for these types of initiatives.**

**Thank you for capturing some of our comments in the last several Board meetings.**

**Thank you for your work and research that you did to put this together and the inclusion of the diversity of the state.**

**Everyone is in agreement to post this and reviewing this. Please submit questions to Joe and we will seek action at the June 20 Board meeting.**

### **Discussion without Action**

#### **2022-2023 Tentative Budget Presentation**

Superintendent Bridges reminded the Board of Education and community that this is the third of at least four meetings regarding the budget. By law, the budget has to be approved by September 30. We try to have this approved by June 30, 2022. We are planning to have a Public Hearing on June 20 and will be looking for action on June 20, 2022.

Thank you for your work on answering all of the Board's questions.

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

No additional questions.

**Board Member Assignments**

Will be posted under Board reports, as it does not require action.

**Policy Manual Section 6**

Superintendent Bridges noted that this is the last section of our Policy Manual to be updated.

Ask that you hold off on Policy 3.20, as we will discuss as the next agenda item.

Thank you to all the staff who have gone through these policies. There have been some nice updates on these policies and numerous ones that engage the community more. We will be able to quickly update to the next PRESS update.

Please send any questions ahead so we can get these answered.

**Board Questions/Comments:**

None.

**Policy Review: First Reading Policy 6.320, Class Size**

Superintendent Bridges noted this policy is newly numbered and is the same as Policy 6.200.

This policy needs some revision as it was written in 1996. This is a custom policy and was drafted without a PRESS modeled policy. We would appreciate input from the Board on how to best update this policy.

**Board Questions/Comments:**

Thank you for the comments and for placing this on the agenda. I appreciate the data. It would be helpful to have the range of class sizes across all grade levels. Would like to see some consistency across grade levels.

What is your recommendation that lines up with current practice?

Appreciate the current data. Would like to see the policy aligned with current practice.

Appreciate the additional data as to when aides are added to a classroom. How does the actual size of the classroom affect the number of students?

We need to hear from Administration how class size is determined and how we create a policy that allows for the needed flexibility when creating classes.

Superintendent Bridges remarked that we would have to create policy and procedure.

We are at a different point in education and consider the mental health, sense of belonging and relationship building when creating a new policy?

We will look forward to your recommendation.

**SRO MOU and IGA**

Superintendent Bridges recognized the Naperville Police Department representatives who attended to help with any questions.

Dr. Holland has done a lot of work in getting these documents completed.

Dr. Holland noted that we have had a SRO job description and an IGA that are required by law.

We are adding a MOU as it is best practice. The last time this was reviewed was in 2020. This MOU is the first for the district. All feedback has been considered but not all feedback has been adopted. Grateful for the collaboration with the City of Naperville and the Naperville Police Department.

Superintendent Bridges added thanks to the NPD for the collaboration.

**Board Questions/Comments:**

Thank you, Dr. Holland for getting this to approval.

**Thank you for getting this IGA and MOU to us. Had a concern about the job description but seeing that it is now included in the MOU. We will want to refer to a Public Act instead of a House Bill.**

Dr. Holland responded that we have received guidance to quote School Code instead of a Public Act or House Bill.

**Do we need to have the policy indicating that SRO's can have a firearm stated in the MOU?  
Do we want to be more explicit about a firearm being a part of the uniform?**

Dr. Holland noted that we could follow up with a discussion about naming it specifically.

**What is the level of evaluation/feedback of the SRO?**

Dr. Holland remarked that feedback comes from the Principals and Assistant Superintendents. Feedback is in written form as well as meetings with the SRO.

**If the criteria is that they create a safe environment for students, do we need to get feedback from students? How do we get community feedback on the environment that is created?**

**Thank you again for the hard work and we will look for action at June 20.**

#### **Discussion with Action**

None.

#### **Old Business**

None

#### **New Business**

None

#### **Upcoming Events**

**Superintendent Bridges noted that we would add Public Hearing to events calendar.**

#### **Adjournment**

Charles Cush moved seconded by Amanda McMillen to adjourn the meeting at 8:12 p.m. A roll call vote was taken. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, Casey, and Wandke.

Those voting no: None. The motion carried.

Approved: June 20, 2022

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Kristin Fitzgerald, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education