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.
October 6, 2025, AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

Call to order

President Charles Cush called the meeting to order at 5:30 p.m. Board members present: Charles Cush, Melissa Kelley Black, Holly Blastic, Joe Kozminski, and Marc Willensky. Absent: Kristine Gericke and Amamda McMillen.

Administrators present were:
Dan Bridges, Superintendent,
Dr. Mark Cohen, Deputy Superintendent High Schools,
Michael Frances, Chief Financial Officer/CSBO,
Chuck Freundt, Assistant Superintendent for Leadership and School Services,
Art Andersen, Director of IT Infrastructure
Lou Cammiso, Director of Safety and Security

Also present: Audra Braski and Brian Hextell

Closed Session
Kristine Gericke moved, seconded by Joe Kozminski, to go into Closed Session at 5:30 p.m. for consideration of:

1. Pursuant to 5 ILCS120/2(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.
2. Pursuant to 5 ILCS 120/2(c)(7) The sale or purchase of securities, investments, or investment contracts.
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.
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.

A roll call vote was taken, those voting yes: Cush, Blastic, Gericke, Kelley Black, Kozminski, McMillen, and Willensky. None. The motion carried.
The Board of Education entered closed session at 5:31 p.m.

Meeting Opening
Amanda McMillen made a motion, seconded by Kristine Gericke to return to Open Session at 7:02 pm. A roll call vote was taken. Those voting yes: Cush, Kelley Black, Blastic, Willensky, Kozminski, McMillen, and Gericke. 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, Amanda McMillen, Melissa Kelley Black, Joe Kozminski, Holly Blastic, and Marc Willensky.

Pledge of Allegiance
Led by the Board of Education

Administrators present: Dan Bridges, Superintendent, Chuck Freundt, Assistant Superintendent for Leadership and School Services, Mark Cohen, Deputy Superintendent/High Schools, Patrick Nolten, Assistant Superintendent for Assessment and Accountability.

Recognition:
Good News:
Naperville 203 celebrated the grand opening of the new Connections Transition Services facility with a ribbon cutting on September 18th.
The event included speeches from Principal Keith Langosch and Superintendent Dan Bridges, student tours of the building, snacks, and photo ops.
We're so proud of the Connections program and can't wait to see what the future holds for our students and staff within their new space!

Naperville Central juniors Tai and Tien Nghiem co-founded a non-profit organization named “En Español” that offers tutoring, including free English classes for Spanish speaking adults and STEM classes for children.
Since starting last year, their classes have reached hundreds of students from over 20 countries.
They are currently wrapping up a book drive with plans to donate the books to local libraries, schools in Mexico, local children’s hospitals and an orphanage in Thailand.

Maplebrook Elementary Third-grader Ashton Balek, was recently featured alongside famous Kansas City Chiefs player Travis Kelce in a new online commercial for the organic sports drink, Recover 180.
Ashton has been working in commercials and print ads since he was four months old. His family says he’s kept at it because he loves performing.
We can’t wait to see him on the big screen someday!

76 students from Naperville Central received College Board National Recognition.
This year, the program saw the highest student engagement rate to date for students of all backgrounds and across schools nationwide, helping more talented students stand out to colleges.
Awardees of the College Board National Recognition Program demonstrate academic success in 10th and 11th grade.
The 2025 National Recognition Program offers three award designations: First-Generation Recognition Award, Rural and Small-Town Recognition Award, and for the first time, the School Recognition Award.
All 76 students were named for the “School Recognition Award” while 5 of those students were additionally named for the First-Generation Recognition award.
Congratulations to these Redhawks!

Naperville Central student Cole Jackson was recently awarded in the 69th Annual Scholarship Examination In Chemistry by the Chicago Section of the American Chemical Society. Pictured in the middle are Cole Jackson and Jerome Bentley (Naperville Central Honors/Advanced Chemistry Instructor).
A total of 32 students from 10 schools took the 2025 ACS Scholarship exam. Awards were given to students at the ACS Education Night meeting.
Congratulations Cole!

Naper Elementary had an absolute blast celebrating National Walk to School Day on October 1st! Thanks to an incredible partnership with their Home & School Association, every child got to join the fun. Led by Mr. Madzinski, students proudly gathered on the far side of the field before marching

triumphantly into the school to the beat of the Spirit Drum. To top off the successful walk, the Home & School Association generously welcomed everyone with a delicious and healthy treat.
This partnership was a huge success and brought smiles to all our students' faces!

Public Comment:
President Cush gave the parameters for public comment.
None.

Action by Consent:
President Cush reminded the Board and Community of the board agreements. He 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.

1. **Adoption of Personnel Report**

	Effective Date	Location	Position
APPOINTMENT-CERTIFIED FULL-TIME			
Leigh Martin	**10/6/2025**	**River Woods**	**Kindergarten Teacher**
Amy Irigoyen	**10/6/2025**	**Mill Street**	**Learning Behavior Specialist**
LEAVE OF ABSENCE-CERTIFIED			
Marissa Freese	**1/20/26 - 3/9/26**	**NCHS**	**Communication Arts**
RETIREMENT-CLASSIFIED			
Wendy Welch	**1/9/2026**	**Washington**	**Technology Support Associate**
Elise Pecorin	**1/30/2026**	**Highlands**	**Special Education Paraprofessional**
Lynn Simms	**12/31/2025**	**Beebe**	**Special Education Paraprofessional**
Alison Kaminky	**1/30/2026**	**Kingsley**	**Special Education Paraprofessional**
RESIGNATION-CLASSIFIED			
Zachary Crandall	**10/3/2025**	**District**	**Technology Support Associate**
EMPLOYMENT-CLASSIFIED FULL-TIME			
Sheryl Malbon	**9/29/2025**	**Beebe**	**Instructional Paraprofessional**
Ivy Flynn	**10/1/2025**	**Ranch View**	**Instructional Paraprofessional**

Heather Quinn	**9/16/2025**	**Bus Driver**	**Transportation**
D Kenneth Heath	**10/2/2025**	**Jefferson**	**Special Education Paraprofessional**

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

Board of Education Reports:
Board member Kozminski reported that he and Board member Willensky attended the CAP advisory meeting. I received an overview of the plan and what has taken place since March. An activity of ranking priorities. Starting to think about CAP implementation.
Board member Willensky thanked Chuck Freundt and Melanie Brown for the work they did for the meeting. Kicked off well.
Board member Kelley Black shared several events that showcased students. CAWA conference, students from NCHS and NNHS. Students led discussions and sessions. North Central elementary cheer performance. NCHS Veterans recognition game. Meaningful ceremony. NNHS homecoming game.
Vice President Gericke reported on attending the Diversity Advisory committee. Board member Blastic also attended. Students, staff, community members and parents make up the committee. Looked at the comprehensive equity plan. Ran out of time on each topic due to good conversation.
Board member Blastic appreciated the conversations with many voices. Nice to know about resources already existing.
Board member Willensky reported on attending the Prairie Fun Run-great seeing the community come together. Raised $35,000 for the school. Did the whole run internally. Also attended a Home and School meeting. Great to see the collaboration. Into engineering design, PTLW at NCHS built arcade games that were played in the courtyard.

President's Report
None.

Superintendent/Staff/School Reports:

Comprehensive Facility Assessment
Superintendent Bridges noted the Executive Summary loaded into BoardDocs.
Chuck Freundt noted that the Board of Education has been asking for this assessment for some time. It was approved by the Board a year ago. This really helps us solidify a roadmap. It is one input; we also have our staff who give us information. We will hear later about the Five year facilities plan.

Board Questions/Comments:
Thank you. Very thorough and comprehensive. I have concerns around some of our older buildings and accessibility issues.
Mr. Freundt responded that we are always making accommodation for our students. Naper is a building around 100 years old. We can move classrooms to the lower level to accommodate students. There could at some time be a trigger to put an elevator if needed.
How do we accommodate if a student is injured?
Mr. Freundt stated we have moved the whole class for a period of time.
What is your opinion on work done for the purpose of putting solar on them. It looked like a lot of the work was done by looking at the architecture of the buildings.

Mr. Freundt responded that we were not surprised. We are still in the process. We have had to give them access to the roofs of some of the buildings. The structural piece was step one. Through the CAP, 2026-2031, we will have to look at feasibility.

We used Wight do this, right? I have gone to ISBE to some construction conferences. ISBE recommends using a third party to look at this instead of the company who is doing the work?

Mr. Freundt stated yes. These are simply estimates. Before we move forward, the work would at times be bid out. We are not obligated to use Wight to do the work. We chose Wight because they did the 2013 assessment because they are familiar with our buildings.

Superintendent Bridges added we also work with other architectural firms. Healy Binder did the work on Ranch View.

There could be a vested interest. I do understand your logic. Going back to the estimates, how much of a buffer is in there? Do these factor in tariffs, etc.?

Mr. Freundt responded that they are factored in as they are described as simply estimates. This is a 10 year plan so anything done later out would be different.

Is it not typical that they would build in a buffer?

Mr. Freundt noted in the larger projects, that is what happens. There is a contingency part of the budget. We asked for the estimate so we might have some kind of a ballpark. We did not ask for the most accurate estimate.

Is this information we will use as a Board to make budgeting decisions?

Superintendent Bridges stated no, this will be used mostly by Buildings and Grounds as they make recommendations for projects going forward. We will use it when we think about using Fund Balance.

I appreciate the thoroughness. Like the energy conversation plans for each school. We did a solar assessment for Middle Schools and High Schools, what about elementary schools.

Mrs. Brown responded we wanted to see what the larger roofs would look like before we look at the elementary schools.

Plan for 2027-2028 School Calendar

Superintendent Bridges stated this is step one. Looking for the Board of Education criteria. In BoardDocs is the process and the criteria set by the Board.

Dr. Nolten shared who provides input. All four unions, parents, and staff. The committee will meet in 10 days. We have staff provide feedback through a google form.

Board Questions/Comments:

None.

Superintendent Bridges read a statement regarding the elementary meetings. Worked with Principals to develop these meetings. These are not new meetings and have never been optional. This creates consistency across the district and allows for job alike collaboration that has been historically hard to schedule.

Board Questions/Comments:

I appreciate the work to create consistency. Concerned about the cancellation of clubs and activities.

Superintendent Bridges responded that administration has asked principals to work with staff to see if there are some other options. Continue to be open to work through our options.

In regard to collaborations, in the past each school did the meetings when they wanted. Will these meetings be more district led or still by the building leadership?

Superintendent Bridges noted buildings will still have discretion on how the meetings are developed.

In order to have this consistency-this didn't change until 5 weeks in. Where are our priorities. What are the benefits to having it on Tuesdays and Wednesdays? Many of our teachers are parents and they made arrangements. It is a challenge to get some of these appointments. Morale issues. What are the data driven benefits to this?

Superintendent Bridges stated the equity of time, clarity, consistent use of collaboration time. It is hard to implement something in an organization this size. This is our understanding of what was wanted,

consistency of use of this time. Because of the timing of this, there has to be some flexibility for schedules already made. We provided some time to work through those issues.
Are we looking to keep this Tues/Wed going forward?
Superintendent Bridges responded that we will look at it. Not in stone. These days were already being used by a lot of buildings. We want to allow the cross-district collaboration.
Is the language around the after school times?
Superintendent Bridges remarked that we would have to look at the language.
The problem is that there are clubs that are going to get lost. Teachers have some issues. It is not that they don't want to meet. We could simply go back this year then implement standard days later. What do other Board members say about the worth?
I understand conflicts and challenges. Timing is not ideal. There are some possibilities of moving the clubs to a different time. In the middle of a "semester" is a hard time to change. Maybe a change at Winter Break would be easier. There is value in coordinated days of meetings.
This does fall under the work of the Board.
This is part of the contract and is an operational matter.
It is a little clunky, but it is what both sides agreed to. We are abiding by the contract language. These are the terms of the contract. The Board did agree to the contract and turned over the operations to the Administration.
I am not arguing that is not part of the contract. Actions don't reflect the values. The best approach is not to be hard balling the contract. This will impact their work. Would like to see and show our staff that we see and respect them. It is about showing that we care about them. Can we use status quo this year and then do it next year?
You have good points.
I want to see these meetings happen. Would hope that the Principals will be making some accommodations. I want to give grace to leaders to make accommodations. Trust leaders that they will be understanding and make accommodations.
Transition is hard. Accommodations are being made. The Principals were able to give input. With any change, there will be conflicts.

Discussion without Action:

IT 5 Year Capital Expense Plan
Superintendent Bridges Introduced Art Andersen to give the Five-year IT capital plan. The Board will be asked to approve the 2026-2027 plan at the October 20 Board meeting. This allows time for bidding and to budget appropriately.

The IT Five Year Capital Expense Plan (CIP) was presented to allow the IT department to efficiently prepare for the acquisition, upgrading, and maintenance of the district's technology infrastructure, ensuring current and future technological needs are met. The plan is presented early in October to secure competitive pricing, procure equipment, and engage vendors, operating outside the regular budget structure. The Board will be asked to approve the specific FY 26-27 IT plan at the October 20th meeting, though projections for later years (up to FY31) remain flexible based on evolving technology and needs. The district utilizes an infrastructure roadmap to guide the review cycles for different technologies to ensure they remain the best fit. The department's total budget for this year is approximately $7.7 million, with the annual capital budget typically sitting between $5 to $6 million.
A key investment slated for FY 26-27 is the replacement of the entire wireless hardware infrastructure, a substantial expenditure budgeted at $2.6 million. This project was intentionally delayed from FY26 to FY27 to take advantage of emerging new technology. The district must budget for the full cost upfront but is "cautiously optimistic" about receiving a 40% rebate through the federal E-rate program, provided current funding levels are maintained; this rebate is returned to the district months after the initial expenditure.

Regarding classroom technology, the touchboard refresh began in FY26, replacing the eight-year-old Smartboard fleet. The district is currently piloting LCD flat panels, which are receiving positive feedback from students and teachers. Student device replacement follows a four-year cycle, meaning no replacements are scheduled for FY26. The high school student device budget is higher than in previous years because the district is piloting Windows devices instead of Chromebooks. This shift addresses feedback indicating that students graduating the district lacked basic Windows skills necessary for college, such as creating folders and saving files. To help flatten the annual budget curve, the replacement of elementary iPads was moved from FY29 to FY30.
Furthermore, IT infrastructure includes servers and switches, which are replaced on a cycle of approximately six to seven years and five years, respectively, although these costs are shrinking as more software infrastructure moves to the cloud. The department ensures scalability is built into device purchases and infrastructure to handle future changes. The IT department also supports equity and accessibility by providing Kajets (wireless hotspots with additional filtering) to students who lack reliable internet access at home, ensuring offsite engagement. Finally, the department maintains an aggressive and high-priority focus on cyber security, including insurance coverage and established protocols

Board Questions/Comments:
Why are you piloting Windows?
Mr. Andersen heard that students did not have the knowledge they need for devices they will use in college.
Can you clarify the 40% e-rebate, is that included in the budget?
Mr. Andersen stated that it is not reflected in the budget.
Mr. Freundt added that it is a rebate so there is an upfront expenditure.
During Bills and Claims, we saw some charges for Starlink? Who is that for?
Mr. Andersen responded that it allows us to have internet immediately. We can turn it off and on and are not billed when turned off.
How do we support students who may not have internet access at home?
Mr. Andersen noted that we have Kajeets for them to use.
Are these the prices for purchases and capital expenditure? Have we factored the ongoing costs?
Mr. Andersen stated yes, all licenses are included in the costs you see.
Are you able to support the staff we have now with emerging technologies?
Mr. Andersen responded yes, they are built to be expandable.
Superintendent Bridges noted this is the hardware, capital purchases.
Mr. Freundt added these are mostly reoccurring replacements. Delayed the wireless network because of new technologies.
Servers, are they included?
Mr. Andersen responded yes.
Are servers onsite or are they hosted somewhere?
Mr. Andersen stated they are onsite and in the cloud.
You have policies around cyber securities?
Mr. Andersen stated yes.
Do we usually get the 40% rebate?
Mr. Andersen remarked yes.
Mr. Freundt added we are cautiously optimistic.

Five Year Facility Improvement Plan
Superintendent Bridges gave the same overview as IT. Melanie Brown will give a Five-year overview but the Board will be voting to approve the 2026-2027 projects at the October 20 Board meeting.
The Five-Year Facility Improvement Plan (CIP) was presented outlining capital improvement projects slated for the coming years. This plan is informed by comprehensive facility assessment (CFA) and other data sources. The current fiscal year's (FY26) approved Operations and Maintenance (O&M)

budget is $33,537,750, with salary and benefits constituting the largest portion at 44%. The capital improvement budget for the plan is $7 million, which is 21% of the O&M budget.
The purpose of presenting the plan early in October is to allow sufficient time for planning, competitive bidding, and procurement at competitive prices. The Board will be asked to approve the projects specifically designated for FY 26-27 at the October 20th meeting. Subsequent plans for fiscal years 28 through 31 are tentative and subject to change based on the realignment of priorities or the emergence of urgent matters. Project selection aims to be proactive rather than reactive in terms of equipment replacement and site improvements. Selection criteria include formal reports, such as the 10-year life safety surveys (otherwise known as life safety surveys) and the comprehensive facility assessment, alongside informal reviews of site conditions and equipment age.
The total estimated cost for the proposed FY 26-27 projects is $6,989,000. Key investments for this year include projects identified in the CFA, such as the replacement of chillers at Highlands and Madison, as well as addressing the cooling tower and some original air handling units at Naperville North. The plan prioritizes life safety projects to meet mandated timelines (with deadlines ranging from August 2028 to March 2030). FY 26-27 life safety work involves commencing the galvanized piping replacement at Prairie and Lincoln, replacing and relocating Kennedy's generator, and replacing the water heaters and storage tank at Naperville Central. The goal is to complete all large life safety items ahead of schedule, with the expectation that they will largely be wrapped up by FY 29.
Projects categorized as "Other Identified Needs" include high-priority restoration or replacement for nine of the twelve rooftops at Jefferson, based on the roofing contractor's analysis. Additionally, the plan covers the renovation of Prairie's playgrounds, an upgrade to the building automation system (HVAC controls) at Naperville North, Mill Street, and Washington, and general concrete, asphalt, and flooring projects. The department has also identified needs to provide vertical access (a lift) to the cardio space at Naperville Central and the band room at Jefferson.
The tentative budgets for the following four fiscal years (FY 28 through FY 31) remain consistent, ranging from approximately $6,977,000 to $7 million. Once life safety items are completed, the plan allows for bigger ticket replacement items identified in the CFA. The department has allocated a $2 million placeholder in FY 31 to advance the HVAC system modernization initiative throughout the district, with an ongoing focus on transitioning to digital systems. This type of placeholder is expected to remain in the plan until the district is fully modernized. The department utilizes co-op programs to purchase materials like chillers and HVAC units to manage costs and collaborates with other facility directors from DuPage County and through IASBO to benchmark professional service costs and repairs. The implementation of these projects is overseen by a management team, including a district maintenance manager, a district operations manager, and high school facility managers.

Board Questions/Comments:
These are sizable projects. Who manages these teams?
Mrs. Brown responded Building management, at the High School there are facility managers.
At the elementary level they float?
Mrs. Brown responded yes.
What is the process you use to create this plan?
Mrs. Brown stated that she keeps a running list of what is happening in buildings and conversations with buildings. We do walk throughs at each building.
How would you look at anything that needs to be taken out?
Mrs. Brown remarked we would look at life safety reports and could push some of those out. We can look at concrete and flooring.
Mr. Freundt added we like to be preventative. Some of those may need to be deferred even if you don't know what that cost may be.
Superintendent Bridges noted there are some things in building modifications not noted that could be pushed.
The professional services, what are those?

Mrs. Brown stated architectural, repairs and maintenance, if we cannot do it, we will have to hire vendors. Preventative maintenance, snow removal.
Do we ever compare our costs with other benchmark districts?
Mrs. Brown remarked that she get surveys monthly and collaborates with other districts.
There are actually coops for purchasing. Do we belong to any of those?
Mrs. Brown stated yes.
Who do we consult?
Mrs. Brown noted we do monthly meetings with the schools and do an annual walk through.
What factors go into accelerating a projects?
Mrs. Brown stated it is hard to accelerate due to the bidding process. We can do some things in house.
Thank you. Very comprehensive. Color coding is very helpful,

IASB Resolutions Delegate
Superintendent Bridges noted committee resolutions are loaded in BoardDocs.
On October 20, you will elect the delegate and direct them how to vote on the resolution.
Administration supports the resolution.
Recommend that you appoint Ms. Kelley Black to be the 2025 Delegate and have her attend the Delegate assembly.

Board Questions/Comments:
IASB has a podcast that is very helpful.
I will attend the webinar on October 9 and will report back what I learn.

Discussion with Action:
School Improvement Plans and School Improvement Process Overview
Administration recommends approval as presented.

Board Questions/Comments:
I submitted questions beforehand. Many plans did not refer to the IAR results in the goals.
Are you reporting on the 2025 results?
Dr. Nolten reported the plans are reporting on the 2025 results**.**
Concerned that many of the reports only have a MAP growth goal and fail to include the IAR data. These are designed to say students have acquired these skills. Concerned about MAP growth because a student can show growth but not be able to perform the skills. Would be nice to have it consistent across schools. IAR shows us achievement gaps. Is there a timeframe we have to pass these? I would like to see us take a pause on this. It is not acceptable to have numbers that low.

You are saying that including IAR is measuring achievement and is the most important?

They are both important.

Schools are naming the achievement gaps. They may not be using IAR but they are using data points to state these gaps. The SIPS are addressing the gaps. I don't feel a need to delay. They are not ignoring that there are gaps.

I asked my adopt a schools about this process. The schools certainly understand where they have achievement gaps and are approaching how they address them. These are three year plans and allow for adjustments and tweaks. The schools are mindful of the continuous improvement. What we are seeing is a summary. The schools are doing a lot of work in their buildings that we do not see. Heard from Principals and know they are looking at all the data. I feel good about the process that the buildings are using. If we want to improve the process, we can make suggestions.

Agree that we are at the last year of the three year plan and it doesn't make sense to make big changes to these now. The schools take the data from the end of the school year and work during the summer to address this data. Once the IAR data is released, they are folding that in. You can't wait until November to roll out a plan to make improvements in the current school year. Can look at the prior years IAR data.
Dr. Nolten stated we do get early access to some of the IAR data in August. They have been reflecting on that data.
They can use it but cannot report on it. They can make goals.
IAR data is always embargoed until the end of October. With MAP being given three times a year.
Superintendent Bridges stated we used to get these approved in December. We moved it up so the buildings have these plans nearer the start of the school year.
I don't want to push these off further because we previously asked to have these sooner. Knowing these are living documents, data is always being reviewed. This is a time when we trust buildings to review these and make changes as needed. These are a summary of so much work and data that goes into these plans.
We are not to be acting on what our feelings are. This is how our community measures if we are making progress. There are rules and it is to be data driven. We are not to just trust the administrators. The MAP scores are not on the report card. These are for transparency and are to be linked to the report card. We are to specifically look at the IAR and ACT. This is about accountability. An embarrassment that we are going with feelings and trust. How do we know how much we grow if we don't have a beginning and end point. We are not following School Code.
If we are not using IAR then we are not using the correct data is that what I am hearing you say?
The state says we are to use several data points.
I believe I am making data informed decisions.
Dr. Nolten stated there is no school code that says we have to use IAR data.
I am hearing you say there is no data in these SIP plans.
Point of order.
Upheld.
We have heard a number of views and perspectives. We need to decide on the issue before us.
Superintendent Bridges reviewed the memorandum. We follow the guidance. Principals main job is the continuous improvement of instruction. We are in alignment with the guidance of ISBE. Proud of the work our schools pour into the work.

Amanda McMillen made a motion to approve the School Improvement Plans as presented, seconded by Joe Kozminski. Those voting yes: Cush, McMillen, Kozminski, Blastic, Willensky, and Gericke. Those voting no: Kelley Black. The motion carried.

New Business
None

Old Business
None

Upcoming Events
October 9/10 Parent Teacher conferences
October 13 off for Columbus/Indigenous Peoples Day
October 20 Board of Education meeting

Adjournment
Kristine Gericke moved seconded by Joe Kozminski to adjourn the meeting at 9:20 p.m. Those voting yes: McMillen, Blastic, Gericke, Willensky, Kelley Black, Cush, and Kozminski. The motion carried.

Approved: October 20, 2025

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Charles Cush, President Board of Education	Susan S. Patton, Secretary Board of Education