
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.
September 8, 2025, AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

President Charles Cush called the meeting to order at 6:03 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

Also present: Attorneys Chris Gorman, Guinevere Moore, and Sarah Tuscher

The attorneys and Cohen exited closed session at 6:52 pm.

Closed Session

Joe Kozminski moved, seconded by Holly Blastic to go into Closed Session at 6:03 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)(2) Collective negotiating matters between the public body and its employees or their representatives.
3. 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: Blastic, Cush, Willensky, Kozminski, and Kelley Black. Those voting no: Absent: Gericke and McMillen. None. The motion carried.
The Board of Education entered closed session at 6:03 p.m.

Meeting Opening

Joe Kozminski made a motion, seconded by Holly Blastic to return to Open Session at 7:08 pm. A roll call vote was taken. Those voting yes: Blastic, Kelley Black, Willensky, Cush, and Kozminski. No: None. Absent: Gericke and McMillen. 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, Melissa Kelley Black, Joe Kozminski, Holly Blastic, and Marc Willensky.

Pledge of Allegiance

Led by the Board of Education

Administrators present: Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Administrative Services, Mark Cohen, Deputy Superintendent/High Schools, Rakeda Leaks, Executive Director for Diversity, Equity, Inclusion and Belonging, Katie Matthews, Assistant Superintendent for Elementary Education, Melissa McHenry, Assistant Superintendent for Student Services.

Recognition:
Good News:

Both Naperville Central and Naperville North were ranked within the top 50 schools in Illinois by U.S. News and World Report. Central ranked 22nd and North ranked 26th.
All five high schools in the Naperville-area from District 203 and our neighbors District 204 made the top 50 list.

On Monday, August 25th Naperville Central was happy to host a DuPage Valley Conference Student Group Leadership Summit where they brought together the leaders from all DVC student sections: the Redhawk Rowdies, Dog Pound, Mustang Stampede, Neuqua Gold Rush, Warrior Nation, and the DeKalb Crow’s Nest. The objective was to share ideas for growing school spirit and develop a concrete plan for encouraging sportsmanship between the schools during competition. It was a terrific day of fun and collaboration, and for a final product, the kids created a sportsmanship video to be shared via social media by all schools.

In a landmark moment for Naperville School District 203, Naperville Central High School and Naperville North High School's IHSA Flag Football teams kicked off their inaugural seasons! Both teams are undefeated and are starting their seasons strong!!
These games not only celebrate a new sport for Naperville but also stand as a testament to the continued growth and positive momentum of women's athletics. It's a celebration of these athletes' trailblazing spirit and a positive step forward in the rich history of women's sports.

Public Comment:
President Cush gave the parameters for public comment.

Jason Copeland asserted that Title IX is a federal law supreme over conflicting state guidance and warned of a potential Department of Education investigation. He claimed the Board's written questions about the policies create a "paper trail" that could be used as evidence for fraud or conspiracy to deny civil rights if the district accepts federal funds while not complying with Title IX. He urged the Board to comply with federal law and maintain sex-separated spaces like sports teams, bathrooms, and locker rooms, accusing the board of choosing "ideology over responsibility".

President Cush reminded the Board and Community that because questions raised during Public Comment address District Operational matters 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.

Action by Consent:

1. Adoption of Personnel Report

	Effective Date	Location	Position
RETIREMENT-CERTIFIED			

Kristine Reagan	11/6/2025	Lincoln	School Psychologist
RESIGNATION-CERTIFIED			
Alysa Hyland	8/25/2025	River Woods	Kindergarten Teacher
APPOINTMENT-CERTIFIED FULL-TIME			
Edith Monroy	8/27/2025	NNHS & NCHS	HS Multilingual EL Teacher
APPOINTMENT-CERTIFIED PART-TIME			
Lisa Wood	9/2/2025	PSAC	Physical Therapist
LEAVE OF ABSENCE- CERTIFIED			
Stephanie Scumaci	1/28/26 - 3/6/26	WJHS	Math Intervention Specialist
Lauren Newtoff	8/25/25 - 5/22/26	Mill Street	Learning Behavior Specialist
RETIREMENT-CLASSIFIED			
Paul Valach	2/18/2026	Transportation	Bus Driver
RESIGNATION-CLASSIFIED			
Gary Galway	8/13/2025	NNHS	Campus Supervisor
Kevin Woitas	8/14/2025	Madison	Special Education Paraprofessional
Brayden Tatar	9/2/2025	Kennedy	Custodian
Marquise Jenkins	8/25/2025	Meadow Glens	Special Education Paraprofessional
EMPLOYMENT-CLASSIFIED FULL-TIME			
Gina Sprovieri Jensen	8/15/2025	PSAC	Classroom Nurse
Youcef Merabet	8/20/2025	Meadow Glens	Special Education Paraprofessional
Ricardo Dujali	8/20/2025	Transportation	Bus Driver
Emilia Reyes Reyes	8/21/2025	River Woods	Dual Language Paraprofessional
Marta Dobrowolski	8/19/2025	Ann Reid	Special Education Paraprofessional
Xiaolang Kang	8/28/2025	Lincoln	Special Education Paraprofessional
Elizabeth Best	8/28/2025	Naper	Executive Secretary
Syeda Rehman	8/28/2025	Madison	Special Education Paraprofessional
Lauren Corradi	9/3/2025	NNHS	Campus Supervisor
Mitch Konrad	8/29/2025	NNHS	Campus Supervisor
Cedomir Bojovic	9/5/2025	Meadow Glens/Highlands	Custodian
Colleen Schmidt	9/5/2025	North	Department Secretary
Jennifer Cole	9/9/2025	North	LRC Assistant

EMPLOYMENT-CLASSIFIED PART-TIME			
Kristin Hendricks	8/18/2025	Prairie	Instructional Paraprofessional
Thomas Wirsing	8/28/2025	NNHS	Campus Supervisor
LEAVE OF ABSENCE- CLASSIFIED			
Carol Foote	1/5/26- 1/31/26	Ann Reid	LRC Assistant
Max Jenks	1/2/26- 5/7/25	Lincoln	Behavior Support Parapro

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

Board of Education Reports:
None.

President's Report
None.

Superintendent/Staff/School Reports:

Superintendent Bridges read a statement regarding the Innovative School Experience and addressed questions regarding the plan, clarifying that the language related to it was removed from the recently approved teacher contract to "avoid further conflict". He confirmed that under the current contract, the innovative day experience cannot be implemented. The district will now focus on other challenges.

Discipline Report

The district's annual discipline report provides a detailed analysis of student behavior data, including threat assessments, use of restraint or time-out, and discipline trends across elementary, middle, and high school levels.

Since the start of the 2022-23 school year, the district has conducted 834 behavioral threat assessments, with most identified as either no threat or transient, reflecting the positive impact of Tier 1 social-emotional instruction. The number of students requiring restraint or time-out has declined from 44 in 2023-24 to 29 in 2024-25, representing less than 1% of the total student population. Overall, about 95% of students demonstrate positive conduct and contribute to safe, supportive learning environments, with most incidents not resulting in exclusionary discipline.

In the 2024-25 school year, high schools recorded 6,348 behavioral incidents. A significant majority of students (65%) had no referrals, while 21% had only 1-2 referrals, accounting for about 22% of all incidents. A smaller group (9%) had 3-6 referrals, responsible for roughly 29% of incidents, while 5% of students, with 7 or more referrals, were responsible for 50% of incidents and receive intensive support.

Attendance-related issues, such as truancy and tardiness, were the most common referral types, with truancy accounting for 33.2% (2,109 incidents) and tardiness for 29.7% (1,888 incidents). Fighting, bullying, harassment, and substance-related issues each made up less than 1% of incidents. Disciplinary responses varied, with 21% of incidents resolved through conferences, nearly 50% through lunch detention, and 21% via before- or after-school detention. Only 6% of incidents required exclusionary discipline.

Seniors had the most referrals, primarily due to attendance issues, but the fewest suspensions. Sophomores accounted for 39% of suspensions. Notably, Black/African American and Hispanic/Latino students remain overrepresented in exclusionary discipline, a trend the district continues to monitor closely.

At the middle school level, 81% of students had no referrals, while 94% had three or fewer. Exclusionary discipline was required for only 4.4% of students, aligning with the district's MTSS/PBIS expectations that fewer than 5% of students need Tier III support. Most incidents occurred during unstructured times (before/after school, hallways, lunch/recess), with fighting and aggressive behavior, along with derogatory comments, being the leading causes.

In elementary schools, 99.2% of students did not face exclusionary discipline. The district emphasizes teaching behavior expectations alongside academic lessons, using Tier 1 strategies and celebrating positive conduct. Targeted supports include small-group Behavior Academies and individualized coaching to help students build self-regulation and social-emotional skills.

At the elementary level, student reports of belonging remained steady at about 67%, although there was a slight downward trend that is currently under review. In secondary schools, a sense of belonging increased from 46% in 2021 to 55% in 2025, with significant improvements in targeted demographic groups, which gained 9-10 percentage points. Efforts to enhance equity include student advisory councils, an inclusive curriculum, and the Student Success Platform, all aimed at improving student belonging, attendance, and reducing discipline disparities.

- Most threat assessments continue to show no or transient threats.
- There has been a noticeable decline in behaviors requiring restraint or time-out.
- Most students exhibit positive behavior, and most incidents are resolved without exclusionary discipline.
- The district is committed to reducing predictable disciplinary disparities and creating a culture of respect, responsibility, and belonging for all students.

Board Questions/Comments:

Superintendent Bridges noted the Executive Summary loaded into BoardDocs.

Are you able to define terms, Restraint and Time Out?

Mrs. McHenry stated that restraint is when a student's behavior is harmful to self or others. Teachers are trained to put a child in restraint. All data is submitted to ISBE within 24 hours. Timeout is when a student is moved to a safe space within eyesight of a teacher.

Is one more prevalent than the other?

Mrs. McHenry responded that one more prevalent than the other is hard as there are times when they are combined. She noted that in the 24-25 school year there were 58 restraints and 84 timeouts.

Thank you for the report. Sense of Belonging increasing in Middle School and High School is encouraging. What are elementary schools doing to boost sense of belonging?

Mrs. Matthews stated sometimes plans are individual and some are schoolwide.

Board member read a statement. She expressed concern that the discipline reports are incomplete and lack outcome-based data, making it difficult for the Board to provide effective oversight. She advocated for receiving more detailed, disaggregated data on intervention effectiveness to ensure accountability, a sentiment she asked other board members to consider discussing further. As a board we need to decide what is the information we need for oversight. Comments from other Board members:

I am confused by what you are asking for. The SIP plans have the belonging data is on those plans.

There is not a consensus that every school does the same. We need to know what is working. The environment on this board is toxic. I want the outcomes and accountability.

Schools lay out their needs. They each have their own unique challenges. I do not agree with a district wide goal.

Appreciate the need to tailor to each school. Open to conversations about data. We must be careful to protect the privacy of students.

We need to defer to the benchmarks of programs. Should we defer to our experiences, or should we use best practices and their data?

We would always look to find ways to improve what we are doing. We need to rely on the expertise of the team who has the data. We are not talking about lots of students who have behavioral problems. It is a small group. I would rather we are sure those students are getting the interventions they need. We need to continue to get better. We need to be agile enough to address the behaviors when they come up.

We are always open to what you want to share with your fellow board members.

The sense of belonging data as an early indicator of some of these behaviors. How much lag time do you project from the decrease in sense of belonging and the time of when we may see some of the behaviors?

Dr. Cohen stated there may be some scheduling structural pieces. There is a structural piece that needs to be looked at as students age.

The cell phone violations is number three after truancy how are the new restrictions impacting the referrals?

Dr. Cohen noted that implementation has been smooth. Too early to tell with data. Will be able to report out more as the year goes on. Meeting with the Student Support Advocates to create a report that we will report on quarterly.

Can we compare to some benchmarking districts?

Superintendent Bridges responded that we cannot as not a lot of districts present a report like this.

Thank you with the cell phones. Seems like all teachers are on board this year.

There are indicators, benchmarks through MTSS and Panorama. We can decide which indicators we want. These outcomes can give us reasons to celebrate. Previous reports had a lot more data. Still have an issue with attendance. NCHS noted that poor attendance did not impact academics.

Mrs. Boutet noted the state codes and definitions of absences and truancy. Have a lot of amazing resources in this district.

Disparities in our subgroups. Can you share what we are doing to help our staff members?

Dr. Cohen noted we have about 3.8% experiences of some sort of disparity. It is difficult to draw trends when it is a small number. State of IL does not give out data on subgroups of less than 20. Because it is a small group, we know who they are, and our staff can work on an individual basis. With seniors having so few is a sign that what we are doing is working. All demographic subgroups improve over time. Over the last three school years, there are some celebrations.

Dr. Leaks added there are several opportunities in the district for training for staff on how we support growth. She shared some of the opportunities of training for staff. Works with staff on implicit bias and culturally responsive teaching. District Equity team is taking a targeted approach on identifying some opportunities. Working with the Middle School team on more implicit bias training.

Are we aware of how many of these students are with us their whole career.

Dr. Cohen responded that in the past most have been with us their whole career.

Data I asked for does break down into those groups. It isn't about a few struggling students. What intervention did the student have and what was the response? If we don't have set standards then students are treated based on who they are in front of them. I will share with my fellow Board members what I have learned from all the conferences I have attended.

Please share your information with all the Board members. Thank you for the presentation.

Discussion without Action:

Superintendent Bridges stated that we will take 118 and 119 together. Reminded all that we subscribe to PRESS. Look for action on September 22.

PRESS Update 118

Board Questions/Comments:

Want to be sure we are being clear with the Board and the community. What has changed federally with Title IX?

Dr. Cohen clarified that recent federal changes reverted Title IX to the 2020 version, but operationally, not much has changed for the district. Protections under the Illinois Human Rights Act remain in place, which is why district practices have not significantly changed.

The IL Human Rights Act-is not contradictory to Title IX?

Dr. Cohen explained that changes to Title IX are contradictory to IL laws and other states. We rely on the state of IL to give us laws, guidance and case law.

A student in IL is supported by IL laws. What happens if a student travels to a different state?

Dr. Cohen stated it is difficult to answer because each situation is different.

So, they may not be covered in another state by IL law.

Dr. Cohen responded that is correct.

These changes are being added due to the changes to Title IX. IHRA act protects our students.

Dr. Cohen noted there is almost no distinction in how we would handle a Title IX violation and any other violation.

This language is mostly PRESS language. Some of the district language seems stricter.

Dr. Cohen stated he would recommend that approval of the PRESS versions as these have been vetted by attorneys. When there are changes, those changes are noted in the policy. Keeps us current and compliant.

Policy 6.310-Do we limit that?

Dr. Cohen responded that it is evaluated on a case-by-case basis. We have to make sure the courses are in alignment with IL learning standards. There are often exceptions.

Policy states it is a maximum of 2 credits.

Superintendent Bridges noted it is when a student is seeking an outside provider. We do adhere to that. Dual Credit is not limited by that.

Wonderful the number of Dual Credit courses we have. If we were to open this up, it might give more leeway to students.

Superintendent Bridges responded that it is critical that our schools work with families. We must ensure that our students are meeting our graduation requirements.

Dr. Cohen added that there are a robust set of opportunities through our ALOP program. The Board, in the spring, approved an expansion of ALOP.

Agree that they must meet standards. I am just saying it might be something to explore. Could give students flexibility in the summer. Other ways to fulfill the PE requirement.

Policy 6.235-use of AI-are we going to adopt a policy around that?

Superintendent Bridges remarked we do have an AI procedure. We will share our position statement around the use of AI.

Is the statement new or do we already have it in use?

Superintendent Bridges stated we already have the procedure.

Have the existing plan included.

Superintendent Bridges said we shared in the 23-24 school year. We can bring it back.

These will return with action on September 22. Please send in any additional questions.

PRESS Update 119

Board Questions/Comments:

Included in the above.

Policy 2:272, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited

Superintendent Bridges stated that counsel recommends this language.

Board Questions/Comments:

Ties into what we discussed earlier.

Please include this information with the documents you share.

Discussion with Action:

None

New Business

None

Old Business

None

Upcoming Events

SUCCESS Picnic on September 13

CONNECTIONS Ribbon Cutting on September 18

September 22, 2025, next Board of Education meeting will be held at the District Administration Building.

District Events not on district calendar.

Adjournment

Joe Kozminski moved seconded by Holly Blastic to adjourn the meeting at 8:46 p.m. Those voting yes: Kozminski, Blastic, Cush, Kelley Black, and Willensky. Those voting no: None. Absent: Gericke and McMillen. The motion carried.

Approved: September 22, 2025

Charles Cush, President
Board of Education

Susan S. Patton, Secretary
Board of Education