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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  
August 19, 2024 AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

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### **Call to order**

President Kristine Gericke called the meeting to order at 6:00 p.m.

Board members present: Kristine Gericke, Kristin Fitzgerald, Melissa Kelley Black, Donna Wandke, Joe Kozminski, Amanda McMillen, and Charles Cush. (arrived at 6:05pm)

Administrators present were:

Dan Bridges, Superintendent,

Michael Frances, Chief Financial Officer,

Dr. Mark Cohen, Deputy Superintendent/High Schools,

Dr. Meredith Haugens, Assistant Superintendent for Human Resources,

Lisa Xagas, Assistant Superintendent for Strategy and Engagement

Also Present: Attorney Joe Perkoski

### **Closed Session**

Donna Wandke moved, seconded by Joe Kozminski to go into Closed Session at 6:00 p.m. for consideration of:

1. Pursuant to 5 ILCS 120/2(c)(21) Discussion of minutes lawfully closed under the Open Meetings Act, whether for purposes of school board approval of the minutes or semi-annual review of the minutes as mandated by the Act. 07/15/2024, 08/05/2024.
2. Pursuant to 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel, including hearing testimony on a complaint lodged against an employee or legal counsel to determine its validity.
3. Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the school board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.
4. Pursuant to 5 ILCS 120/2 (c)(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.

Those voting yes: Gericke, Fitzgerald, Kelley Black, Kozminski, and Wandke. Those voting no: None.

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

### **Meeting Opening**

Charles Cush made a motion, Joe Kozminski seconded by to return to Open Session at 7:01pm. A roll call vote was taken. Those voting yes: Gericke, Fitzgerald, Kelley Black, Wandke, Cush, and Kozminski. Those voting no: None. Absent: McMillen. The motion carried

### **Welcome and Mission**

Kristine Gericke welcomed all and read Naperville Community Unit School District 203's Mission Statement.

**Roll Call**

**Board members present:** Kristine Gericke, Kristin Fitzgerald, Charles Cush, Melissa Kelley Black, Joe Kozminski, and Donna Wandke. Absent: Amanda McMillen.

**Student Ambassadors present:** None.

**Administrators present:** Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Administrative Services, Mark Cohen, Deputy Superintendent/High Schools, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Leadership and School Services, Meredith Haugens, Assistant Superintendent for Human Resources, Rakeda Leaks, Executive Director for Diversity, Equity, Inclusion and Belonging, Katie Matthews, Assistant Superintendent for Elementary Education, Melissa McHenry, Assistant Superintendent for Student Services, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Strategy and Engagement.

**Pledge of Allegiance:**

**Led by the Board of Education.**

**Good News**

Congratulations to Nina Rao from Naperville Central High School for being named Best Attorney for her remarkable skills at the 2024 YMCA National Judicial Competition in St. Paul, Minnesota! This achievement highlights the talent and dedication of our Illinois youth in legal studies and civic engagement.

We're thrilled to welcome 116 new educators to Naperville 203! Your journey with us is just beginning, and we can't wait to see the incredible impact you'll have on our students and community. Here's to a fantastic year ahead!

The first day of school on August 15th is off to a great start! Students and educators are energized and ready for a fantastic year ahead. The halls are buzzing with excitement as we kick off a new chapter of learning, growth, and community. Here's to making this school year one of the best yet!

**Public Comments**

None.

**Monthly Reports**

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

**Board Questions/Comments:**

**None.**

**Action by Consent:**

**1. Bills and Claims** from WARRANT NO. 1060936 THRU 1063113 AND WARRANT NO. 9000000084 TOTALING \$13,342,624.00 FOR THE PERIOD OF July 16, 2024 TO August 19, 2024.

## 2. Adoption of Personnel Report

	Effective Date	Location	Position
<b>RESIGNATION-CERTIFIED</b>			
Scott B Miller	5/23/2024	NNHS	Drivers Education
<b>REASSIGNMENT-CLASSIFIED TO CERTIFIED</b>			
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Tessly Louis	8/12/2024	Beebe	Kindergarten Teacher
Thomas Okkema	8/12/2024	Elmwood	5th Grade Teacher
Maryan Hill	8/12/2024	Ranch View	5th Grade Teacher
Thomas Barkal	8/13/2024	Scott & Riverwoods	Music Teacher (1st Sem)
Jeffrey Engelbrecht	8/13/2024	Beebe	Learning Behavior Specialist
Alexander Bruzas	8/12/2024	Jefferson JHS	LA & SS Teacher
Mark Crosson	8/12/2024	NNHS	Physics Teacher (1st Sem)
Shih Ming Li	1/6/2025	NNHS	WL-Chinese Teacher (2nd Sem)
<b>REVISED CONTRACT-CERTIFIED PART-TIME</b>			
Angela Vock	8/12/2024	NCHS	WL-French Teacher
<b>RE-EMPLOYMENT-CERTIFIED PART-TIME</b>			
Joseph Brinkman	8/12/2024	Elmwood, Ellsworth, and Ranchview	PE Teacher
Margaret Rubin	8/12/2024	Elmwood, Ranchview	Art Teacher
Colleen Rice	8/12/2024	Elmwood, Ranchview	Music Teacher
Stacey Skrocki	8/13/2024	Ranchview	Learning Behavior Specialist
<b>LEAVE OF ABSENCE-CERTIFIED</b>			
Rachel Barrett	SY 24/25	Beebe	Kindergarten Teacher
Megan Lynch	1/22/25 - 5/27/25	NCHS	Mathematics
<b>RESIGNATION-CLASSIFIED</b>			
Danielle Nolin	8/12/2024	NNHS	Campus Supervisor
Marissa Minturn	8/14/2024	NCHS	Campus Supervisor
Sarah Komarnycky	8/13/2024	Meadow Glens	Special Education Assistant
Irene Traub	8/12/2024	LJHS	Special Education Assistant
Tracy Rootham	8/31/2024	NCHS	Executive Secretary
John Atkinson	8/9/2024	KJHS	Special Education Assistant
Stephanie Haaker	8/9/2024	Kingsley	Special Education Assistant
Maria Aguilera Guerrero	8/12/2024	Elmwood	Dual Language Assistant
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Emilie Mineo	8/14/2024	Steeple Run	Special Education Assistant
Arthur Arkush	8/14/2024	Elmwood	Special Education Assistant
Roberta Bree	8/14/2024	Ellsworth	Instructional Assistant
Haley Channell	8/14/2024	Prairie	Special Education Assistant
Laurel Lochner	8/14/2024	Prairie	Instructional Assistant
Lia Villalobos	8/14/2024	LJHS	Senior Secretary
Zarina Masih	8/14/2024	Scott	Behavior Support Para
Tracy Amoroso	8/14/2024	Ann Reid	Special Education Assistant
Victoria Ebelhack	8/15/2024	NNHS	Department Secretary
Kathryn Napp	8/14/2024	Ellsworth	Instructional Assistant
Amanda Slone	8/15/2024	Ellsworth	LC Assistant
Christopher Gipson	8/14/2024	Ellsworth	Senior Secretary
Sarah Riffice	8/14/2024	Steeple Run	Classroom Nurse
Jacob Adair	8/15/2024	Kingsley	Computer Support Associate
<b>EMPLOYMENT-CLASSIFIED PART-TIME</b>			
Emily Dunckle	8/15/2024	Ann Reid	LC Assistant

**We have 97 vacancies...system is not running at the level it needs to be at. What are we doing to address this issue?**

Superintendent Bridges noted that he would have appreciated this question ahead of time so we could have prepared a report a head of time on our recruitment efforts. I would have to verify the positions that are vacant and open. I know that our Human Resources department is processing and moving people through as quickly as we can. I am happy to prepare a report for the Board.

**Concerned as we have teaching positions available, special ed assistants. Could you prepare a report? I keep asking for agenda items and I really shouldn't have to bring this up to be quite honest.**

*President Gericke responded that this is why we send questions a head of time so it can be answered in a timely manner.*

This is an example of something I have talked about over and over again.

Kristin Fitzgerald made a motion to approve the Personnel Memo as presented seconded by Joe Kozminski. Those voting yes: Cush, Kelley Black, Fitzgerald, Wandke, Kozminski, and Gericke. No: None. Absent: McMillen. The motion carried.

**3. Board Meeting Minutes: 07/15/2024, 08/05/2024**

**4. Closed Session Minutes: 07/15/2024, 08/05/2024**

**5. Health Insurance Updates**

**Who is on the Insurance committee?**

Mrs. Gallois stated the four union presidents and additional members of their unions.

**When I make these decisions, it is nice to know who it is coming from. Thank you.**

**I actually sent this ahead if time, it said in the memo, there was an exploration of a Primary Care facility. Can you speak a little bit to some of the thoughts? I like the ideas, I am just curious as to some of the thoughts that went into that.**

Mr. Frances noted that we have been exploring it for about 18 months. This has been shared with the committee. We are still working with consultants. Anticipate bringing a recommendation to the Board in a couple of months.

**I applaud the creativity of the committee to look at new ways to save money.**

*Typically, we get the recommendation, it would be nice to see what other plans are explored. Show the pros and cons of each one.*

Donna Wandke made a motion to approve the Health Insurance Updates as presented seconded by Charles Cush. Those voting yes: Fitzgerald, Gericke, Wandke, Kelley Black, Cush, and Kozminski. No: None. Absent: McMillen. The motion carried.

**6. Disposal of Assets**

**7. Bids: Connections**

**So again, a theme you keep hearing from me is this idea of having with the capital improvement some type of master plan. I see we got one in December. Can someone tell me where we were shown what the scope or rough budget for Connections is? Have we ever gotten the scope of the work of Connections?**

Superintendent Bridges noted that we have been talking about Connections since 2021-2022 School year. In January of 2024, the Board approved a lease deal with Center Point for the Print Shop to move out of 5<sup>th</sup> Avenue to make room for Connections and the Connections expansion was approved by the Board on May 6 as part of Policy 4.20.

**Mr. Bridges, I have all those documents and at no point do any of them say the scope of the project or the budget.**

Superintendent Bridges added that what was also indicated at that time is that we would continue to work our architect and with Construction Manager for the scope and then bring forward to the Board bids as required under the law. You have also seen a draft for Naperville North and Ranchview.

**Connections is a staged buildout.**

***It is against my fiduciary duty taking bids without me knowing the entire scope of the project. How can I vote on bids when I don't know the end goal is?***

Mr. Frances stated that at the April 15 Board of Education meeting there was a presentation on the projects. There was a PowerPoint on Policy 4:20 Fund Balance. That stated the approximate budget.

**That doesn't tell me what we are buying. When we give the capital improvement, I would like to see what we are spending our money on.**

***Thank you for the comments. Thank you, Mr. Frances, for the dates.***

**We approved a budget for the renovations and there were studies done. It is more on the operations side. If they go over, they have to come back to us for more money and they would need to tell us then why. Our governance role is allotting money.**

***We have discussed these many times. Mrs. Xagas has given us many presentations on the increase of students at Connections. This is a typical process where we don't quite know how the bids are going to come out. I would imagine that there would be a report on the progress and the five-year look. Five-year outlook will be given in October. Districtwide facility-10 year outlook will be in 2025.***

**Connections looks great and some of the additional is for anticipated growth.**

Superintendent Bridges responded that not only anticipated growth but to allow us to run our program the way it needs to be run.

Dr. Cohen added that Phase 1 B is in progress. Once the IRC is moved, the other areas will be readied. We meet weekly with Wight and Pepper.

**My priority is not only the building. You can have multiple priorities and the students are important. These were not in the five year plan or in the budget. We should not be in the situation now because we did not have the foresight.**

Superintendent Bridges noted that it is challenging to keep track of it all. The five-year plan addresses mainly minor updates. While there are some things we are not running, none of them are programs that are required by students' IEPs.

**Kristin Fitzgerald made a motion to approve the Bid: Connections as presented seconded by Donna Wandke. Those voting yes: Kozminski, Wandke, Cush, Gericke, and Fitzgerald. No: Kelley Black. Absent: McMillen. The motion carried.**

## **Communications**

### **Written Communications**

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

Acme Research Freedom of Information Act Request-Business Office Information

**A Board member stated there are no dollar amounts listed. Mrs. Patton, you are the FOIA Officer, correct or Mr. Bridges, did the FOIA response meet the legal obligations?**

***Mrs. Patton, you are our FOIA Officer, correct? Did the FOIA response meet out legal obligations?***

Mrs. Patton stated that she received a thank you from the requester for the information provided.

**So, the dollar amounts they requested were included? Why was that not included in the Executive Content?**

***It is there.***

**No, the dollar amounts are not there. Is it now?**

Superintendent Bridges noted there are 16 pages in response to the request.

**I want to apologize to everyone. That was my error.**

## Superintendent Bridges

Excitement of the first day of school, curriculum nights and open houses coming up in the coming weeks.

## Board of Education Reports:

Board member Wandke noted that she and President Gericke are on NEF-had kickoff meeting. Talked about the additions to the Rise program. The grant applications will be opening up soon. Team NEF race day is Oct 20. Registration closes August 21. Staff is reimbursed for fees.

*Board member Kelley Black said before that she wanted to attend the COSSBA conference. I have been informed that I will only be able to attend one other national conference. This would be a local conference while it is in Washington, DC since I would already be there.*

President Gericke stated the Board agreed to pay and this would count as your one out of town conference. We did appoint two Board of Education members to attend. One out of state conference per term.

*I find it ironic and disappointing that we limit our support of board members to increase our knowledge.*

We are all abiding by the procedure that we vote 7-0 in May to support. This is not limiting anyone or giving anyone special treatment. We are being very fiscally responsible without communities' tax dollars.

*So, you are not going to let me respond to your comments?*

*No, I have given you plenty of time.*

## President's Report

The Board conducted a self-evaluation on August 5. Board takes responsibility of its own behaviors. The Board deliberations are to be directed toward to Board work not staff work. Reviewed Board agreements. Thanked Board of Education members and Superintendent for honesty and openness in the conversations.

## Discussion without Action:

Superintendent Bridges noted that the most recent updates from IASB Policy have been added to the agenda.

## PRESS Update 115

No real changes. Some legal references. Practice would be to have discussion without action next meeting and with action in two meetings. Will compile a document with all the questions. If any policies you would like a closer look at, let Dan know.

Board member McMillen entered at 7:42pm

## Board Questions/Comments:

None.

## PRESS Update 116

Superintendent Bridges noted that any small changes or legal references will be on Policy Consent Agenda.

## Board Questions/Comments:

Do we get the memo?

Superintendent Bridges noted we no longer get those.

Policy 2.125; Policy 5.60; Resolution to Regulate Expense Reimbursements

Superintendent Bridges stated that Administration is determined to seek some guidance from the Board of Education. Hard to compare with other districts as we are not privy to some procedures. Areas of concern are airfares and hotel rooms. For hotel rooms we would like to consider adding or conference rate to the suggested maximum amount of \$350.

**Board Questions/Comments:**

**Appreciate the nuance you have added. It is fair to allow for the conference rate. These numbers seem awfully high and they are but they are the reality.**

*I feel comfortable with the addition of the conference rate.*

**If we have to exceed, they come to the board.**

*The added language of conference rate will solve the problem.*

**I am comfortable with the language.**

*I also am comfortable with the language.*

**I just had a question that we discussed what happens when expenses exceed the Policy? Last time under Discussion without Action we had a list of hotel expenses that I don't see on this agenda.**

Superintendent Bridges noted that we sometimes dela with things falling off the agenda as they were there during Board prep. They will be on the next agenda.

**I am lending my support to the hotel rate as we need to keep in mind that we might incur other expenses like Ubers and cabs if a hotel is found within the rate but further away.**

Superintendent Bridges noted that a number of other districts don't give a dollar amount for airfare. We have a rate of \$550. Can we go to \$600 and include the cost of luggage?

**Amount should include baggage fees. The flexibility is important. Liked \$650 and being inclusive of baggage fees.**

*I feel more comfortable with \$650 and inclusive of baggage fees.*

**How much do we pay for hotels, what is the average, what is the budget and do we stay within the budget? Can I get how much we have budgeted?**

**It is all included in the budget.**

*I want to see how much we have spent for hotels, airfare and food.*

**One individual member cannot task staff for reports.**

*Does the board not get these numbers?*

**Does the Board want these individual numbers?**

*Based on the current policy we know that departments are staying in the budget.*

Superintendent Bridges added that meal overages are out of pocket for staff.

**Policy is what keeps the cap on these expenses and departments stay within the budget.**

**Do not feel that we should not have the highest amounts. We don't see a lot of overages brought to us. I would be comfortable with the \$600 including baggage.**

*Comfortable with \$600 for airfare with baggage fees. The processes we have outlined are great.*

*Stay with original recommendation of \$600.*

**We can't really say that we are the highest. If we are going to put a number on it, we should be inclusive of fees.**

*Okay with airfare. Comfortable with the caps that are listed in policies.*

**Discussion with Action:**

**Second Reading: Policy 1.30 School District Philosophy**

Superintendent Bridges noted that based on last meeting, it has been suggested to look at another policy on philosophy.

**Mission statement looks good. Thanks to Lisa Xagas on this.**

**Board Questions/Comments:**

**I like the adjustments that have been made. Excited about the profile of a learner. Only concern is the use of the word learners in mindset and adaptability. Having both might be a little redundant.**



**DW-There are four other indicators after learner's mindset that have a verb in front of them. It could say develop adaptability.**

**Concern that this is our mission statement. These are very general terms. Not sure it is clear. Focus on the outcome. Doesn't say how we will do this.**

**I appreciate the feedback. A mission statement is meant to be broad. The specificity is to come in the work. Kind of bothering me that learner is in it twice.**

Superintendent Bridges stated that we don't want to rush policy. Let us massage this a little more. Experience is that the community wants the mission to guide us. There is a PRESS policy with some specific guidance that we may want to take a look at. On the website is a description of the Profile of a Learner and each of the competencies. Would recommend that we table the vote today.

**Can we put a link to the POL in the policy manual? It will take some time for people to take to the new policy.**

**Thank you for the suggestion to table. I like that the students can recite the mission so it is a living part of what we do. This allows students to see themselves in it. Appreciate the feedback. Don't want to see a lot of change.**

**I appreciate the statements about the conciseness of the statement.**

Donna Wandke made a motion to table Policy 1.30 School District Philosophy as presented seconded by Amanda McMillen. Those voting yes: McMillen, Fitzgerald, Wandke, Gericke, Cush, Kozminski, and Kelley Black. No: None. The motion carried.

### **Consideration of Board of Education Expenses**

**Superintendent Bridges noted that School Code requires that Board of Education member expenses be approved at an open meeting by roll call vote. Recommend you approve these as presented.**

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

None.

Joe Kozminski made a motion to approve Consideration of Board of Education Expenses as presented seconded by Charles Cush. Those voting yes: Gericke, Kozminski, McMillen, Wandke, Kelley Black, Fitzgerald, and Cush. No: None. The motion carried.

### **Upcoming Events**

**Next Board of Education meeting on Monday September 9.**

### **Adjournment**

Charles Cush moved, seconded by Joe Kozminski to adjourn the meeting at 8:15pm. A roll call vote was taken. Those voting yes: Kelley Black, Cush, Fitzgerald, McMillen, Kozminski, Wandke, and Gericke. Those voting no: None. The motion carried.

Approved: September 23, 2024

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Kristine Gericke, President, Board of Education

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Susan Patton, Secretary, Board of Education