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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 Building, 203 West Hillside Road, Naperville, IL 60540  
August 5, 2024, AT 7:00 pm. Closed Session at 6:00 pm

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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, Charles Cush, Kristin Fitzgerald, Amanda McMillen, Melissa Kelley Black, Donna Wandke, and Joe Kozminski (arrived at 6:08).

Administrators present were:

Dan Bridges, Superintendent,

Michael Frances, Chief Financial Officer, (entered at 7:00pm)

Dr. Mark Cohen, Deputy Superintendent/High Schools (entered at 7:00pm)

Dr. Meredith Haugens, Assistant Superintendent for Human Resources (entered at 7:00pm)

Gretchen Gallois, Director of Human Resources, (entered at 7:40pm)

Others present: Attorney Joe Perkoski (exited at 7:37pm), IASB Field Services Director Arlena Bedard (exited at 7:00pm)

### **Closed Session**

Kristin Fitzgerald moved, seconded by Charles Cush to go into Closed Session at 6:00 pm for consideration of:

- 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.
- 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.
- Pursuant to 5 ILCS 120/2(c)(16) Self-evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the public body is a member.

Those voting yes: Cush, Gericke, Fitzgerald, Kelley Black, and Wandke. Those voting no: None.  
The Board of Education entered closed session at 6:01 pm

### **Meeting Opening**

Charles Cush made a motion, seconded by Amanda McMillen to return to Open Session at 8:02 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, Kelley Black, Wandke, Cush, and Kozminski. Those voting no: None. 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, Joe Kozminski, Amanda McMillen, Melissa Kelley Black, and Donna Wandke.

**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:**

We are excited to share that Naperville North High School alum Krishna Pothapragada has won a Gold medal at the International Math Olympiad! Krishna and Team USA achieved first place in this prestigious global competition, showcasing exceptional talent and dedication. We're incredibly proud of Krishna's remarkable accomplishment and the honor it brings to our school. Congratulations to Krishna and Team USA!

We are thrilled to announce that we've successfully hosted 68 camps, spreading joy and creating memorable experiences for over 2,100 happy campers, including many participants from Naperville Central & Naperville North High Schools! A huge thank you to everyone involved for making this possible. Let's continue to build on this success and keep up the fantastic work!

The Kiwanis Club of Naperville, for over 65 years, has focused on serving children and families in need. Last week, Kiwanis member and retired Naperville 203 teacher, Dave Cleveland arrived with school supply boxes for students. The Naperville Kiwanis Club has generously donated school supplies to students in Naperville 203, ensuring they have the tools they need for a successful school year. This kind gesture underscores their commitment to supporting education and fostering a brighter future for our community. Thank you for your partnership!

Welcome New Educators tomorrow, August 6.

### **Public Comment:**

**None.**

### **Action by Consent:**

**President Gericke reminded the Board and Community of the board agreements. She 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 five Board members.**

**Mrs. Patton confirmed that emails with a link for the Board agenda were sent and delivery confirmed at 3:06 pm, Thursday, August 1, 2024.**

## 1. Adoption of Personnel Report

	Effective Date	Location	Position
<b>REASSIGNMENT-ADMINISTRATION</b>			
Michael Frost	8/5/2024	WJHS	Assistant Principal
Kevin Wojtkiewicz	8/5/2024	JJHS	Assistant Principal
<b>APPOINTMENT-ADMINISTRATION</b>			
Maggie Bodanyi	8/6/2024	MJHS	Assistant Principal
<b>RESIGNATION-CERTIFIED</b>			
Amanda Bartman	8/11/2024	JJHS	School Psychologist
Samantha Benjamin	8/1/2024	Beebe	Learning Behavior Specialist
Rachel Morales	8/11/2024	PSAC	Coordinator-Student Services
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Tatum Tilton	8/12/2024	Meadow Glens	Learning Behavior Specialist
Jenna Albers	8/12/2024	Beebe	Learning Support Coach
Kevin Wardzala	8/12/2024	Scott	5th Grade Teacher
Morgan Nicoski	8/12/2024	Scott	Kindergarten Teacher
Molly Deering	8/12/2024	Ranch View	3rd Grade Teacher
Jacqueline Hampton	8/12/2024	NCHS	Math Teacher (1st Semester)
Megan Straka	8/12/2024	NNHS	EL Teacher
Yasmin Ayyad	8/12/2024	LJHS	Learning Behavior Specialist
Michael Sheldon	8/12/2024	NNHS	Learning Behavior Specialist
Kinga Cano	8/12/2024	JJHS/ Meadow Glens	School Social Worker
Brittany McWaine	8/12/2024	LJHS	School Social Worker
Daisy Aguilar	8/12/2024	ARECC	Occupational Therapist (1sem)
Sydney Wagner	8/12/2024	Prairie	1st Grade Teacher
Amanda Irigoyen	8/12/2024	Ranch View	4th Grade Teacher
<b>RETIREMENT-CLASSIFIED</b>			
Nelson Perez	8/15/2024	KJHS	Head Custodian
Lauren Jamieson	10/4/2024	NNHS	Senior Secretary - Dean
<b>RESIGNATION-CLASSIFIED</b>			
Melissa Bebel	8/9/2024	NNHS	Special Education Assistant
Kathleen McCoy	7/29/2024	NNHS	Senior Secretary - Dean
Ellen Barton	8/13/2024	Ann Reid	Special Education Assistant

Ashley Hanz	7/30/2024	NNHS	Special Education Assistant
Francesca Kokkines	6/23/2024	Ellsworth	Instructional Assistant
Lisa Mroz	7/10/2024	Ellsworth	Instructional Assistant
Kelly Cunningham	8/5/2024	Ranch view	Executive Secretary
Gzime Clark	8/12/2024	Lincoln	Behavior Support Parapro
LaDonna Taylor	7/25/2024	Steeple Run	Executive Secretary
Trevor Pavelka	6/28/2024	Elmwood	Computer Support Associate
Ulices Zamudio	7/29/2024	Elmwood	Custodian
Nina Mayer	8/5/2024	NCHS	Senior Secretary - Dean
Carmen Perez	8/9/2024	NCHS	High School Financial Secretary
Ella Walker	7/31/2024	Elmwood	Health Technician
Michael Frederick	8/1/2024	Scott	Special Education Assistant
Kelly Bradley	8/2/2024	PSAC	Classroom Nurse
Giovanna Toledo Cortes	8/1/2024	Mill Street	Instructional Assistant
<b>EMPLOYMENT-NON-UNION CLASSIFIED</b>			
Nicholas France	8/5/2024	NCHS	Performing Arts Technical Supervisor
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Helen Bowyer	8/14/2024	Mill Street	Instructional Assistant
Meghan Hantak	8/14/2024	Ranch View	Instructional Assistant
Matthew Harris	7/22/2024	Building and Grounds	District Utility
Shannon Schnackel	8/14/2024	KJHS	Health Technician
Maclaine Filer	8/14/2024	Madison Jr. High	Special Education Assistant
Rachel Bonza	8/14/2024	Kingsley	Special Education Assistant
Carolyn Mertz	8/14/2024	LJHS	Academic Support Assistant
Anne Grzymajlo	8/14/2024	Ellsworth	Instructional Assistant
Thinh Ho	8/14/2024	PSAC	Classroom Nurse
Sathya Kandula	8/14/2024	NNHS	Special Education Assistant
Liza Goatcher	8/14/2024	Connections	Special Education Assistant
Blanca de la Garza	8/14/2024	Beebe	Dual Language Assistant
Shao Chen Chang	8/14/2024	Scott	Special Education Assistant
Amy Churchill	8/14/2024	Beebe	Instructional Assistant
Keerti Chouhan	8/14/2024	Ranch View	Special Education Assistant
Selfo Kuka	7/29/2024	Steeple Run	Custodian
Julie Zeffiro	8/14/2024	Naper	Instructional Assistant
Enkeleida Bajlozi	8/14/2024	NNHS	Campus Supervisor
Stephanie Cook	8/14/2024	Washington	Special Education Assistant
Emily Swistak	8/14/2024	NNHS	EL Paraprofessional
<b>EMPLOYMENT-CLASSIFIED PART-TIME</b>			
Jennifer Baboyian	8/14/2024	Kingsley	3-5 Instructional Assistant

<b>LEAVE OF ABSENCE-CLASSIFIED</b>			
Leyla Harfoush	08/15/2024-9/2/2024	NNHS	Special Education Assistant
Gena Karston	09/03/2024-5/29/2025	Meadow Glens	Special Education Assistant

**2. Employee Discipline/Remediation Plan**

Kristin Fitzgerald made a motion to approve the Employee Discipline/Remediation Plan as presented, seconded by Amanda McMillen. Those voting yes: Cush, Kelley Black, Fitzgerald, Kozminski, McMillen, and Gericke. Those voting no: Wandke. The motion carried.

**3. DuPage West Cook Resolution**

**4. District Behavior Threat Assessment Plan and Team**

Superintendent Bridges stated that this needs to be approved annually by the Board of Education. The updates are the new names.

**Can someone explain how you combine the MTSS and what other services we use? What are we using for preventative measures? How are we addressing repetitive behaviors? How do we know we are decreasing our risks?**

Mrs. McHenry stated that Tier 1 is used for appropriate behaviors. We also utilize Gaggle for searches of anything of concern.

**I am not sure how the discipline process works. I am hearing there is not a standard process.**

***Threat Assessment is not part of the behavior process. This is about the threat the student poses.***

**My understanding is that this is to tie into other behaviors. Have we had incidences of lockdown in our district?**

Mrs. McHenry noted that we have to look at past behaviors to help determine if the behavior is a threat.

**That is part of the purpose of the District BTA team to analyze the data.**

***President Gericke reminded that we are approving the members of the team.***

**Surveys say that there are climate issues. This is a piece of a bigger problem.**

**Can I know if there are lockdowns at buildings?**

**Superintendent Bridges noted that there are levels of lockdowns. We can have an updated Safety and Security and an updated Discipline report at a later Board of Education meeting.**

Mrs. Xagas hared the top three threats to our morale survey none of which were safety.

**I hear from staff and community members that safety is an issue.**

**Charles Cush made a motion to approve the District Behavior Threat Assessment Plan and Team as presented, seconded by Amanda McMillen. Those voting yes: Cush, McMillen, Kozminski, Kelley Black, Fitzgerald, Wandke, and Gericke. Those voting no: None. The motion carried**

**5. Concussion Oversight Team**

Donna Wandke made a motion to approve the Consent items 6.01, 6.03, and 6.05 as presented, seconded by Amanda McMillen. Those voting yes: Kozminski, Kelley Black, McMillen, Wandke, Gericke, Fitzgerald, and Cush. Those voting no: None. The motion carried.

**Superintendent/Staff/School Report**

Superintendent Bridges  
**No Report.**

### **Profile of a Learner**

Superintendent Bridges shared the process of the Profile of a Learner. This initiative was driven by a commitment to engaging the community around a shared vision for student success in an ever evolving world. We received input from a diverse group of stakeholders, staff, students, parents, guardians, community members, Administrators and two Board of Education members.

This will serve as our guiding document for our educational strategies, ensuring that our programs are relevant, engaging and equitable.

Mrs. Xagas shared the implementation process. She shared that the first phase will be communication and Professional learning for families and staff. We will also be talking to students about what these competencies mean. Next phase, will be talking about what our schools need to look like to ensure our students have these competencies when they leave us and that they are making progress towards developing these from Early Childhood all the way through Connections. In the second phase we will also be thinking about how we can expand the profile so we can talk about what is a Profile of a Leader and a Profile of an Educator. We will move to how will we measure these skills and that students are acquiring them. Lastly, we will continue to look at the skills to be sure they are what students need. Superintendent Bridges talked about the workforce innovation and that there is a lot of alignment with current mission statement. Looking forward to making this a living breathing part of what we do.

**Board Vice President Fitzgerald thanked the staff, community and students for their feedback. Battelle did an amazing job with all the information they walked us through. It was a rigorous process.**

Mrs. Xagas added that there will be some community engagement sessions for the larger community. **Board President Gericke noted there was so much engagement from all participants. Amazed at how the information was synthesized from meeting to meeting. Excited for the larger community to be engaged.**

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

**I was able to go online and kind of look at this and try to comprehend it. The goals are wonderful. Is part of this process saying specifically how we are going to measure it?**

Mrs. Xagas responded that we will set learning targets.

**Is this being incorporated into our strategic plan?**

Superintendent Bridges stated we will be communicating the competencies and what they mean. We will have to share what that means at all levels. Districts you are looking at are probably further along than we are. We want the profile of a learner to be a driver of what we do.

**Innovative School Day, I do not know what that is.**

Superintendent Bridges stated it has been shared a lot with the Board of Education a lot through updates and the workforce presentations. We know we have to look at the school day differently. We can do an update later in the fall.

**Is there a document?**

Superintendent Bridges remarked we are working on that.

**Was there anything in the work that prioritized the order of the competencies? Is there intentionality of the order?**

Superintendent Bridges responded yes.

Mrs. Xagas added adaptability was the highest rated then learners mindset. Otherwise, there is not an order.

**Is there significance of the colors?**

Mrs. Xagas noted those are the district's branding colors.

Superintendent Bridges added that the design team was to blend it with current district branding.

**I want to understand the phasing in? What is the timeline?**

**Superintendent Bridges responded that we just presented a draft for an implementation.**

Mrs. Xagas added that phase one is communication. Asked administrative team for feedback on timeline. This will take years to fully implement. There will be constant revision. Hope to be in classrooms in the next year or two.

**Would be interesting to know what are key milestones.**

**Profile of an educator and profile of a leader, I am glad to hear those will be incorporated.**

**Participated with a profile of a learner at NCHS several years ago. Have to have all the components. Needs to be looked at from a systemic approach.**

**Board of Education reports:**

**Vice President Fitzgerald reported on the SARC committee meeting. Dr. Nolten helps me with all the changes we are looking at for assessment. Looking for volunteers for an assessment review committee.**

**President's Report**

**June 22 attended Board President training. Appreciative of the training and the resources that IASB provides us. The training included several topics. A topic that is always included is the relationship of each Board member with the Superintendent. We have two copies of the materials if anyone would like to review them.**

**Discussion without Action**

**President Gericke reminded the Board and Community of the Board agreements.**

**Policy 1.30 School District Philosophy**

Related to the Profile of a Learner. Team wanted these competencies included into our mission statement. Looking for guidance from the Board of Education

**Board Questions/Comments**

**I am excited about this work. Love the current mission statement. Is there a plan to try to migrate from the old discipline to the new ones as we evolve?**

Superintendent Bridges noted current one is from the 1990's. We have to think differently as the workforce changes. This represents a modernization of the current mission statement.

Mrs. Xagas added that administrators did a crosswalk with the current statement with the current competencies. There will continue to be some crosswalk activities for staff.

**There are some things that people don't want to lose. I am seeing that collaboration is no longer in the statement. That something that should be embedded in the competencies.**

Mrs. Xagas stated that we agree and have embedded it into each competency.

**Thank you for the work on this. I like this new set of competencies. I like where this has landed. I think there is a missing "and" as they are separate thoughts.**

***The word that stands out to me is the empower. Tell me about that choice.***

Mrs. Xagas remarked that educators are not the only givers of knowledge so we want to help them gain knowledge from many places.

Superintendent Bridges added that it is also to encourage students to educate themselves.

**We led with adaptability and end with learners mindset.**

Superintendent Bridges noted that is more for structure.

**Would like to see lifelong left in.**

Superintendent Bridges noted we are only looking to change the mission not the vision.

**What I see first off is we don't have a lot about the academic. Want to see specifically what is being done. She read the PRESS version of a mission statement. It does not say as much by listing traits. Mission has to be able to stand on its own. We should be more specific.**

***We could do both. We could add that to Policy 1.20, School district organization.***

Superintendent Bridges stated we will update if the board directs us to do that.

**Current statement is beloved many and many have memorized it.**

Superintendent Bridges stated we are not saying it is a bad statement, we are saying it should be updated.

### **Policy 20125 Board Member Compensation; Expenses**

This, 5.60 and resolution are all related. We are recommending for increases in costs.

Mr. Frances stated this resolution was first adopted in 2016, then updated in 2018 and updated again in 2019. Based on department recommendations and staff recommendations to make these increases.

Superintendent Bridges added that depending on where Professional Learning occurs, the costs have added fees that brings the costs up above the recommendations.

We can provide comparisons with other districts but there are a lot of variables.

Mr. Frances added that there is a difference in a per diem vs what we do is a maximum.

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

**I would like to have a breakdown of what conferences being attended and how much are we spending.**

*I think even though we have a maximum, departments need to be reasonable.*

**Mr. Frances responded, yes, each department has a budget they have to stay in line with.**

**What are the amounts for students who travel for state tournaments?**

Mr. Frances stated we are looking at a \$35 per diem. We are surveying other districts. We will continue to evaluate.

**I appreciate the comparisons with benchmark districts. Don't want a lot of time spent on looking at places to fit the amounts. This is to encourage a more economical look. Comfortable with the meals and would prefer to approve those that go over.**

***I wanted the airfare to stay at \$550 but we have to consider staff time. Does this cause staff not to attend conferences?***

Superintendent Bridges shared the process of who does the arranging of the travel.

Mrs. Willard added staff have to put in a request in True North Logic. No staff arranges their own travel.

Staff knows to look for the best rates and there has to be timeline to make sure we can get the best rates. Departments are fiscally responsible and at times staff are told no.

**How many times have we had to approve overages?**

Superintendent Bridges stated it is rare; however, it is becoming more and more difficult to meet these rates.

**Meals being increased makes sense. It is a reasonable request to know how much we spend on conferences.**

Superintendent Bridges stated the budget calls out of those numbers. If the board directs us to offer a different report, we will create a different report.

**It is not Dan Bridges who defines my fiduciary duty.**

***You do know how much through the budget.***

**This would be an example of me asking for information and not getting it.**

***Do these also apply for Professional Development time?***

Superintendent Bridges noted some national conferences may not be Illinois approved.

Mrs. Willard added we are approved providers so they get all licensure hours needed each year.

Staff create professional learning from conferences and shares to staff who don't attend.

**Surprised that it doesn't help.**

Mrs. Willard noted it does in Domain Four.

### **Policy 5.60 Expenses**

This was discussed above.

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

### **Resolution to Regulate Expense Reimbursements**

This will be presented for approval on August 19, 2024.

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



**Consideration of Expenses:**

Superintendent Bridges noted that these are an example of hotel expenses exceeding the allowable limit.

Will be approved next meeting.

Board Questions/Comments:

**Discussion with Action**

**Old Business**

None

**New Business**

None.

**Upcoming Events**

Superintendent Bridges noted:

- Professional learning for new educators begins tomorrow
- Friday is the New Educator breakfast
- Staff will all begin on Monday, August 12.
- First day of school will be Thursday, August 15.

Board Member Kelley Black stated she would like to register for the COSSBA Legislative conference. Board President Gericke stated she will look at the Board approved procedures and respond to the request.

**Adjournment**

Kristin Fitzgerald motioned to adjourn the meeting at 9:25 pm, seconded by Charles Cush.

Those voting yes: Cush, McMillen, Fitzgerald, Wandke, Kelley Black, Kozminski, and Gericke. Those voting no: None. The motion carried.

Approved: August 19, 2024

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Kristine Gericke, President, Board of Education

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Susan Patton, Secretary, Board of Education