

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
December 16, 2024 AT 7:00 P.M., CLOSED SESSION 5:00 p.m.

Call to order

President Kristine Gericke called the meeting to order at 5:00 p.m.

Board members present: Kristine Gericke, Kristin Fitzgerald, Melissa Kelley Black, Donna Wandke, Charles Cush, Amanda McMillen (arrived at 5:03pm), and Joe Kozminski (arrived at 5:05pm).

Administrators present were:

Dan Bridges, Superintendent,

Michael Frances, Chief Financial Officer, (entered at 6:12pm)

Dr. Mark Cohen, Deputy Superintendent/High Schools, (entered at 6:12pm)

Dr. Meredith Haugens, Assistant Superintendent for Human Resources, (entered at 6:12pm)

Dr. Rakeda Leaks, Executive Director of DEIB, (entered at 6:12pm)

Lisa Xagas, Assistant Superintendent for Strategy and Engagement, (entered at 6:12pm)

Others present: Lori Grant, IASB Field Services Director, Joe Perkoski, Robbins Schwartz, Logan Sweeney, Robbins Schwartz

Aaron Kacel, Robbins Schwartz, entered at 6:12pm.

Closed Session

Donna Wandke moved, seconded by Charles Cush to go into Closed Session at 5:02 pm for consideration of:

1. 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.
2. 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. 11/18/2024.
3. 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.
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.
5. 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.

Those voting yes: Cush, Gericke, Fitzgerald, Kelley Black, and Wandke. Those voting no: None.
The Board of Education entered closed session at 5:02 pm.

Meeting Opening

Amanda McMillen made a motion, seconded by Charles Cush to return to Open Session at 7:16pm. 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: Arwa Hameed and Nina Mantel.

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 Maplebrook Elementary School Students.

Good News

We are thrilled to announce that **Carina Martino from Madison Junior High School** has been named a 2024 Counselor of the Year Honoree by the Illinois School Counselor Association!

This well-deserved recognition celebrates Carina's dedication, passion, and impact on students' lives.

We are incredibly proud to have her as part of our team, supporting and empowering our students every day.

Join us in celebrating Carina's outstanding achievement!

Thank you to the 100+ community speakers who joined us on November 14 for an incredible Career Exploration Event at Naperville North!

Sophomores had the chance to hear from professionals in their top career fields and connect with them during a meet-and-greet career fair. This event was a fantastic opportunity for students to explore pathways and take steps toward their future goals.

A special thanks to Ebony Baker and her team for sharing valuable insights about courses aligned with students' passions. Together, we're building brighter futures!

On Monday, November 18th, KidsMatter and the City of Naperville presented the Naperville Youth Service Awards.

This long-standing tradition recognizes teens in our community who have gone above and beyond in volunteering. This year they recognizing 8 exceptional District 203 students: Bianca Garcia, Anna Weber, Juliet Parrott, Joshua Staggs, Siri Gundapaneni, Kendall Albertini, Jonathan Lissak, and Lyndeia Clark. These students were nominated by their nonprofit organization of which they volunteer. Mayor Wehrli presented each student with their Naperville Youth Service Award. Congratulations!

30 Ranch View Elementary STEM Club students showed up for 19 early morning practices and two Saturday practice days to code, research, design and have FUN building and programming an autonomous robot to complete challenges on a LEGO playing field.

On Saturday, November 23rd, they competed in a district wide competition at Kennedy Jr High. Although they didn't bring home a trophy, they did bring home knowledge of our oceans, experience with teamwork, new coding skills and best of all new friends! Thanks NEF and Dr. Talaga, for helping our students grow!

Exciting news from **Madison Junior High School!** The "Warhawk Wave Riders," our talented Lego League team, have been crowned Champions at Naperville 203's Lego competition! Madison celebrated this incredible achievement with a spirited Championship Parade. Congratulations to the team and their coaches for this well-deserved honor!

Before Thanksgiving Break, the administration at **Lincoln Junior High School** took the opportunity to express our heartfelt appreciation and gratitude for our amazing staff. We are truly thankful to work alongside our dedicated Lancer team in support of our incredible students!

The Rotary Club of Naperville honored Naperville 203 Special Olympians as the Grand Marshals for this year's Parade of Lights in Downtown Naperville!

This recognition celebrates their incredible achievements and the inspiration they bring to our community!

We are so proud of Beebe 2nd Grader, Jake Vargo, who was recently featured on the Jason & Travis Kelce podcast! NCTV 17 also aired a special news story highlighting the podcast video, which includes an interview with Jake.

Jake was featured for participating in a joint campaign between Vans and Timberland, encouraging people to send in field goal attempts to support hurricane relief efforts. For every attempt posted online using the hashtag "KickItForward," the companies donated \$100, up to a maximum of 1,000 kicks. Having mastered trick shots since he was four, Jake added his own twist to the challenge. Amazing job, Jake!

Prairie Student, **Charlie Sims**, was honored as Chicago Bears Champion of the Game on Sunday, November 23.

In 2023, Charlie was diagnosed with CLN1, a rare form of Batten Disease. Less than 50 people in this world have this diagnosis. He continues to be resilient, laughing, loving and playful as he bravely fights this disease.

He and his family are dedicated to spreading love, empathy and hope for a treatment someday!

Student Ambassador Reports

Nina Mantel-NNHS

- Athletics: Winter sports are underway
 - Crosstown basketball: girls' close loss, boys win 74-63
 - Boys' basketball wins Thanksgiving tournament
 - Crosstown bowling: girls won; boys lost
 - Crosstown wrestling
 - Boys first swim meet last Thursday
- Arts
 - Children's show (Tinkerbell): performance for the elementary schoolers on December 7-8
 - Winter concerts: Choir (Dec 10), Orchestra (Dec 11), Band (Dec 12)
 - DVC show choir event with WWS and Waubonsie Valley, learning from clinics from

professionals (Dec 14)

- Academic
 - Inducted 73 juniors and 16 seniors into NHS last month
 - Course selection week for grades 9-11
 - Counselor talked to kids during WIN about courses
 - Students given opportunities to speak with counselors and teachers about advice regarding course selection

- Schoolwide
 - Winter assembly: students and staff performed through variety of mediums, whether it be singing, dancing, Chinese yo-yo-ing
 - Cocoa and cram Wednesday: event where students are welcomed to work on finals materials and seek help from teachers
 - Very well attended this year, thanks to home and school and boosters who bring food items and make event possible
 - Therapy dogs on Tuesday before finals
 - Going into finals week strong, excited to get through finals week and end the semester on a good note

Arwa Hameed-NCHS

Over the past weekend:

- Winter Festival Concert Friday
- Tournament of Roses this weekend for speech - over 20 schools attended with over 800 entries. Also other clubs are getting into their competition season.
- SCC - planning winter dance in the new format, Black Out, exciting to see student turnout

Finals Season:

- Final exam season - cocoa n cram and other prep events - winter week activities in the cafeteria
 - Shift in student attention - less on activities and more on studying
- Looking forward to winter break
 - Thanksgiving break was a good reliever

Sports:

- Winter sports season is underway. Boys & Girls Wrestling (up to 11 girls wrestling - number grows every year), Boys & Girls Basketball, Boys & Girls Bowling, Boys Swim & Dive, Cheer & Dance competitive season, indoor track season will start in January. Rowdies leading the student section at basketball and other events. Some spring sports have started their preseason meetings.
 - How football ended (lost to York semifinals but great turnout from the student body, lots of support)

College:

- FAFSA readiness, ED results are coming out, scholarship applications starting to open

Other events/relays:

- Took the fall Panorama Survey and favorable rates for Sense of Belonging increased over last year's results from 51 to 55%.
- Multicultural events at the YMCA included music from our trombone players.
- The course selection process is underway. Juniors and freshmen will make their final selections after a break (sophomores have already completed the process)
- Looking forward to welcoming the incoming freshmen in orientation events in January.

Public Comments

None.

Monthly Reports

- Treasury Report- The Board received the October Treasurer’s Statement
- Investments- The Board received the October Investment Report
- Insurance-The Board received the October Insurance Report
- Budget-The Board Received the October Budget Report

Board Questions/Comments:

Thought that it would be relevant to have a review of the budget update since we will be discussing the tax levy later in the meeting. Want to reiterate where we are in the budget. Wanted to touch on it to keep the community informed.

Superintendent Bridges gave a brief review of revenue and expenditures.

Thank you for the good news.

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 seven Board members. Mrs. Patton confirmed that emails with a link for the Board agenda were sent and delivery confirmed at 4:01 pm, Thursday, December 12, 2024. No emails bounced back.

1. Adoption of Personnel Report

	Effective Date	Location	Position
RESIGNATION-CERTIFIED			
Iqra Bhatti	1/6/2025	River Woods	Kindergarten Teacher
Jeff Yanke	12/20/2024	NCHS	Physical Education
APPOINTMENT-CERTIFIED FULL-TIME			
Lauren Anthony	1/6/2025	NNHS	Speech Language Pathologist
APPOINTMENT-CERTIFIED PART-TIME			
Ethan Shriver	1/6/2025	NCHS	SS-World History Teacher
REVISED CONTRACT-CERTIFIED FULL-TIME			
Thomas Barkal	1/6/2025	Scott & River Woods	Band Teacher
REVISED CONTRACT-CERTIFIED PART-TIME			

Timothy Lee	1/6/2025	NCHS	Physical Education Teacher
RETIREMENT-NON-UNION CLASSIFIED			
Michelle Wavering	2/28/2025	PSAC	Benefits Specialist
RETIREMENT-CLASSIFIED			
Sandra Casaya de Sanchez	12/31/2024	Highlands	Custodian
Mark Hanson	8/26/2025	Transportation	Bus Driver
RESIGNATION-NON-UNION CLASSIFIED			
Denise Lewis	12/20/2024	PSAC	HR Clerk
RESIGNATION-CLASSIFIED			
Frederick Tooks	9/20/2024	NCHS	Custodian
Eileen McShea	1/3/2025	Ann Reid	Special Education Assistant
Lesley Wu	12/31/2024	Lincoln	Special Education Assistant
Laura Riddle	12/31/2024	Scott	Executive Secretary
EMPLOYMENT-NON-UNION CLASSIFIED			
Sarah Weston	12/9/2024	Ann Reid	Early Connections Coordinator
EMPLOYMENT-CLASSIFIED FULL-TIME			
Maria Elizabeth Paul Villarino	11/18/2024	Mill St	Dual Language Assistant
Ethan Smid	11/18/2024	Building and Grounds	District Utility
Rosalind Neal	11/19/2024	NNHS	Special Education Assistant
Karin Simons	11/25/2024	NNHS	Main Office Receptionist
Wenyu Yang	11/20/2024	Transportation	Bus Driver
Basilio Vazquez-Cardenas	12/2/2024	NCHS	Custodian
Siba Alnass	12/2/2024	Ranch View	Instructional Assistant
Deborah Swartz	11/25/2024	Steeple Run	Behavior Support Paraprofessional
Patricia Fallon	12/11/2024	Scott	Senior Secretary
Abelardo Hernandez-Molina	12/23/2024	NCHS	Custodian
EMPLOYMENT-CLASSIFIED PART-TIME			
Riley Thompson	11/25/2024	Administration	Computer Support Associate
Jennifer Umbright	12/11/2024	Elmwood	Computer Support Associate
LEAVE OF ABSENCE-CLASSIFIED			
Teresa M. Schmult	12/02/2024-12/20/2024	NNHS	Computer Support Associate

2. Bills and Claims from WARRANT NO. 1065021 THRU 1065574 AND WARRANT NO. 9000000096 THRU 97 TOTALING \$27,135,568.16 FOR THE PERIOD OF November 19, 2024 TO December 16, 2024.

Donna Wandke made a motion to approve the Personnel Memo, Bills and Claims, Closed Session Minutes 11/18/2024, and Disposal of Assets as presented seconded by Amanda McMillen. Those voting yes: Kozminski, Kelley Black, McMillen, Wandke, Gericke, Fitzgerald, and Cush. No: None. The motion carried.

3. Board Meeting Minutes: 11/18/2024

I would like to make an apology, as I returned too soon. Too emotional in what she stated. As I reviewed the minutes, I noted there was a bias toward Administration and Board leadership. There were some inaccuracies. Said she didn't respond to an email but she has the copy. Maybe I meet with President Gericke and an IASB representative.

We can move forward with approval and you can vote as you wish.

I would like to have the opportunity to correct the inaccuracies. We have six months to approve the minutes. I would like to address them with you since time is not of the essence. I think that would go along way in building goodwill.

Superintendent Bridges read the Policy on approval of the minutes. It requires approval within 30 days.

I brought up the inaccuracies earlier than the board meeting tonight but did not send the questions ahead of time. It calls me outright here it says surprises are paramount in displaying disrespect to all District Administration, that's pretty harsh statement.

That is a scripted statement that is read every meeting.

I don't believe that is read at every meeting.

It has been read at every meeting since July.

Board member shared email screenshots that she has sent and they have not been responded to.

It is best to send corrections to Mrs. Patton during the board questions.

Donna Wandke made a motion to approve the Open Session Minutes of 11/18/2024 as presented seconded by Charles Cush. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, Wandke, and McMillen. No: Kelley Black. Abstain: None. The motion carried.

4. Closed Session Minutes: 11/18/2024

5. Connections Bid Package 4

I went to a workshop at Triple I that talked about Red Flags.

Fast Tracking is when you go ahead with bids before drawings. Would like to see more Board members and community members in the design process.

Doesn't it say we are going to save about \$200k on this project due to the bidding process?

I would like to complement on the number of bids that have come in.

Superintendent Bridges stated staff has heard from the Board about the number of bids. We have shared the plans with the board.

This time it worked in our favor. More at risk to get bids before the plans are designed.

Mr. Freundt noted that for both Connections and Ranchview, we did have plans before we went out for bids. That is the same process we will use for NNHS.

I have asked for those plans and was told we didn't have the plans. I will go back and review the minutes and see. If I am wrong, I apologize.

Donna Wandke made a motion to approve Connections Bid Package #4 as presented, seconded by Charles Cush. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Kelley Black, Cush, and Kozminski. Those voting No: None. The motion carried.

6. Disposal of Assets

Communications

Written Communications

Freedom of Information Requests:

Lusby Freedom of Information Act Request-Human Resources Information

Superintendent/Staff/School Report

None.

Board of Education Reports:

President Gericke stated that we are not going to report out on Triple I until January 7 meeting. For this meeting, please report on board appointed committees attended.

Board member Kelley Black represented Board at Cocoa and Cram at NNHS. Thanked everyone and the students were so kind.

Board member Wandke reported on her attendance at NEF-Presented their Audit report. 90% of their receipts go to our students.

Presidents Report

None.

Discussion without Action:

President Gericke gave parameters.

Vision 2030

Superintendent Bridges stated that loaded in BoardDocs is a report on the Vision 2030 work and a resolution. Gave a synopsis of the work and that Superintendent Bridges and Vice President Fitzgerald were invited to participate in these planning sessions. Asking Boards to pass a resolution to support this work. It aligns with a number of Strategic Blueprint Commitments.

Vice President Fitzgerald noted that this has been a fantastic process. Dialogue was comprehensive. Discussions about where we want to go. The model was very effective. Hoping the legislative body agrees. Continued collaboration. Happy we will be one of the first boards to put a resolution forward.

Board Questions/Comments:

Commend Superintendent Bridges and Vice President Fitzgerald to be appointed to give voice to this process. Proud of the fact that we are already doing some of the things they are putting forward. Look forward to approving this resolution

President Gericke stated this will come back on January 7 for the Board to vote to approve.

Discussion with Action:

2024 Tax Levy Determination

Superintendent Bridges noted that this was brought forward on November 18. We recommend approval as presented. The CFA committee also recommends approval of the full Tax Levy.

Board Questions/Comments:

I asked if there were other options that could be presented. Asked what a one percent decrease would mean. That is a 3 million reduction. Asking these questions because of the surplus that was noted in the audit. Also have the look back option. Will not be able to support.

We are trending with more revenue coming in. Not sure there is just cause for the increase. *Would like to see the budget process and we just vote on it last minute. We have needs like Achievement gaps and COVID learning loss and it does not look like these funds are going toward that. Usually, the Board and community are more involved in the budgeting process.* I would like to note one clarification, the budget is not done last minute. The final step of a yearlong process is covered over four meetings.

Superintendent Bridges stated in terms of budgeting process, it begins this evening with the appointment of someone to prepare the budget. At the first meeting in May, the preliminary budget is presented with additional workshops each meeting following. There have been times where we take longer than this described process. The law gives us until September 30 to approve.

When it comes to revenue, we are Tier 4 district. That means we qualify for minimal state funding. The majority of our revenue is local, this tax levy. This is directly correlated to the support we give staff and students.

Mr. Frances noted that capital improvements are funded from the fund balance. Majority of funding comes in from property taxes. We have received additional funds from higher interest rates.

Want to make sure we have all that we need for students and staff and the community. If we reduce it a small amount, can we fully fund our staff and put a little less into capital improvements?

Superintendent Bridges stated the property taxes are what funds our ongoing needs. Last meeting, Mr. Frances shared the five-year forecast that shows some real deficits. Mr. Frances feels more confident that we will see these deficits. This board historically has shown great concern for our taxpayers thru abatement of the debt service levy, a 10 million dollar refund during the pandemic. Give the board a lot of credit for supporting the district as well as the taxpayers. We cannot depend on the fund balance to cover the ongoing costs.

We are one of the earliest boards to complete the budget process. It is a yearlong process. We hired 19 staff members to help with the achievement gaps. We have added AP's and advocacy staff at the high schools. Most of our expenses are for staff. Five-year forecast does not include any new contracts with staff. These are the largest projected deficits we have had. These also do not include any hiring of new staff. We know we will have costs related to the Direct Primary Care. I support this levy as we will need it.

I don't question where the money is going. I am asking for less than a .5% change. Just looking for some reduction. We do have the look back legislation.

I don't mean we don't get reports. My reference is that other districts have input into where the money is going. Do we put our money where our needs are? It is about spending where we get our biggest return. I have not been given a good reason that we need this tax levy. We are about the state average for our per student expenditure. We don't spend much money on our special education students. How much are we allocating to each area. We don't discuss the budget until the very end.

What we are being asked does not have anything to do with the abatement?

Superintendent Bridges responded correct.

The levy we are passing tonight is the maximum but there is an opportunity to reduce the amount in March. We will have a better look before March.

If that is the case, we need to understand the timeline. We need to ask that two meetings prior we have it on the agenda so we can discuss it again.

The \$2 million we abated before is abated every year. These levy actions are permanent.

Amanda McMillen made a motion to approve the Tax Levy as presented, seconded by Charles Cush Those voting yes: McMillen, Kozminski, Cush, Gericke, and Fitzgerald. No: Kelley Black and Wandke. The motion carried.

Designate Individual(s) to Prepare the Budget

Superintendent Bridges recommended Michael Frances to begin the budget process.

Board Questions/Comments:

None.

Donna Wandke motioned to designate Michael Frances to prepare the budget, seconded by Charles Cush. Those voting yes: McMillen, Fitzgerald, Wandke, Gericke, Cush, Kozminski, and Kelley Black. Those voting no: None. The motion carried.

2026-2027 Calendar

Superintendent Bridges reminded the Board and Community of the process.

Board Questions/Comments:

Thank the community and staff for feedback.

There have been very spirited conversations and it is now down to a science.

Charles Cush made a motion to approve the 2026-2027 Calendar as presented seconded by Joe Kozminski. Those voting yes: Gericke, Kozminski, McMillen, Wandke, Kelley Black, Fitzgerald, and Cush. No: None. The motion carried.

Direct Primary Care

Superintendent Bridges stated at the November 4 meeting there was a presentation. Ask the board to approve as presented.

Board Questions/Comments:

Thank you for this proposal and it is a good direction for the District to move toward.

Well child visits for children under 5 are not covered?

Mr. Frances noted there is coverage provided for children age 2 and older for emergencies. You can stay with your current primary care physician.

Would both be at the same location? So, there is not a path where you would only be covered at the DPC facility?

Mr. Frances remarked, no.

There are not per patient charges the district would receive.

Thank you as we can show our staff how you and your health are valued.

At CFA this came up. A member has experience in this work. Each pitfall she mentioned, the insurance committee had already thought of them and researched how to prevent those. The insurance committee members may be some of our unsung heroes.

Some are here, can we recognize them?

What percentage of staff are we hoping to serve?

Mr. Frances stated we are hoping as many as possible. Marathon has a lot of experience and have tracked the usage of these facilities. We think overall we will have 50% of our population utilizing this.

Amanda McMillen made a motion to approve the Direct Primary Care as presented seconded by Joe Kozminski. Those voting yes: Kelley Black, Cush, Fitzgerald, McMillen, Kozminski, Wandke, and Gericke. No: None. The motion carried.

Collective Bargaining Agreement with NESPA

Superintendent Bridges enthusiastically recommend the Board approves.

Board Questions/Comments:

Happy we found a solution. NESPA employees are important for our district. I hope you feel seen and heard.

Donna Wandke made a motion to approve the Collective Bargaining Agreement with NESPA as presented seconded by Amanda McMillen. Those voting yes: Fitzgerald, Wandke, Kelley Black, Kozminski, McMillen, Gericke, and Cush. No: None. The motion carried.

Superintendent Bridges offered congratulations. Reiterated how important this group is to our district. Process was not always easy but we are grateful.

President Gericke expressed gratitude for the work of NESPA. Hope you feel valued and appreciated.

Compensation Adjustment for Specific Non-Union/Non-Certified Employees

Superintendent Bridges noted there are some employees who will have their pay adjusted.

Board Questions/Comments:

None.

Charles Cush made a motion to approve the Compensation Adjustment for Specific Non-Union/Non-Certified Employees as presented seconded by Amanda McMillen. Those voting yes: Kelley Black, Wandke, Gericke, Cush, McMillen, Kozminski, and Fitzgerald. No: None. The motion carried.

Decision on Appeal under Board Policy 2.260

Kristin Fitzgerald made a motion after the Board's consideration of the written appeal filed on November 8, 2024 pursuant to Board Policy 2.26 *Uniform Grievance Procedure* as well as the information submitted by the Administration related to its Uniform Grievance investigation, that the Board of Education direct the Superintendent to gather additional information related to the Administration's Uniform Grievance investigation and upon review of such additional information to reissue the Uniform Grievance decision dated October 29, 2024 seconded by Amanda McMillen. Those voting yes: Fitzgerald, Kelley Black, Wandke, Gericke, McMillen, Kozminski, and Cush. Those voting no: None. The motion carried.

Consideration of Board of Education Expenses

Board Questions/Comments:

I don't understand where it lists on the budget what is 2310? It shows Board of Education expenses but I don't understand how that correlates with our expenses.

Mr. Frances stated that Triple I are not the only expenses that are covered in those numbers.

Can I get the response or should I ask it at the next Board meeting?

Superintendent Bridges stated, we can have Mr. Frances prepare a summary of it

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

Old Business:

None.

New Business:

None.

Upcoming Events

Winter Break begins December 23.

Focus 203 will be held on January 14 and January 17, 2025

Next Board of Education meeting on Monday January 7, 2025.

Adjournment

Amanda McMillen moved, seconded by Charles Cush to adjourn the meeting at 8:53 pm. A roll call vote was taken. Those voting yes: Fitzgerald, Kozminski, Gericke, Kelley Black, Cush, McMillen, and Wandke. Those voting no: None. The motion carried.

Approved: January 21, 2025

Kristine Gericke, President, Board of
Education

Susan Patton, Secretary, Board of
Education