

MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT Kennedy Junior High School, 2929 Green Trails Road, Lisle, IL 60532
February 18, 2025 AT 7:00 P.M., CLOSED SESSION 5:00 p.m.

Call to order

President Kristine Gericke called the meeting to order at 5:03 p.m.

Board members present: Kristine Gericke, Kristin Fitzgerald, Joe Kozminski, Donna Wandke, and Amanda McMillen (arrived at 5:10 pm).

Administrators present were:

Dan Bridges, Superintendent, (entered at 6:11pm and exited at 6:40pm)

Michael Frances, Chief Financial Officer, (entered at 6:11pm and exited at 6:40pm)

Dr. Mark Cohen, Deputy Superintendent/High Schools, (entered at 6:11pm and exited at 6:40pm) Mrs. Lisa Xagas, Assistant Superintendent for Strategy and Engagement, (entered at 6:11pm and exited at 6:40pm)

Closed Session

Donna Wandke moved, seconded by Joe Kozminski to go into Closed Session at 5:04 pm 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. 01/21/2025, 02/03/2025.
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: Fitzgerald, Gericke, Kozminski and Wandke. Those voting no: Absent: Cush, Kelley Black, And McMillen. None.

The Board of Education entered closed session at 5:04 pm

Cush joined closed session via phone in accordance with Board of Education policy at 5:13 pm.

Meeting Opening

Amanda McMillen made a motion, seconded by Joe Kozminski to return to Open Session at 7:02 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, and Wandke. Those voting no: None. Absent: Kelley Black and Cush. 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, Joe Kozminski, Amanda McMillen, and Donna Wandke. Absent” Melissa Kelley Black and Charles Cush.

Student Ambassadors present: Allyson Ebersold and Caleb Lewis.

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 Ranch View Elementary School Students.

Superintendent’s Student Advisory Council Mid-Year Update

Superintendent Bridges shared the background of the SSAC. Tonight, we will hear from some students. Kimani Smith, Zayaan Khan, Callie Moyer, Khadija Rafathullah, Rohan Grover, Hadley Benson, Liam Allen Wagner, Henry Jerman, and Anushka Anand shared their reflections on what they have learned and experienced so far this year while serving on SSAC.

Student Ambassador Reports

Ally Ebersold-NCHS

- Our Gymnastics team placed 2nd at DVC, and our Cheer team finished 11th at State.
- The Track teams, boys and girls, have kicked off their season and completed their time trials at North Central.
- In basketball, the girls’ team has a regional game this Tuesday, and the boys’ team celebrated their Senior Night this Friday.
- Over the weekend, Wrestling had sectionals, and this coming weekend, Boys’ Swim will compete in regionals, after having their conference meet last weekend.
- The Dance and Cheer team both had their senior night this past Friday as well.
- We recently inducted several incredible people into the Athletic Hall of Fame: Herb Matter, Derek Rose, Tim Szatko, Corey Bitzer, Tiffany Chen, and Tom Paulson.
- We also had a fun time during winter week leading up to the Glow Dance with some new adjustments this year.
- Our Speech team had a great showing at regionals and competed in sectionals this Saturday with 12 events going—two of which made it to State!
- All of the seniors are looking forward to the senior party that is upcoming on Saturday.
- Our winter play, “Arsenic and Old Lace”, will be performed on February 27th, 28th, and March 1st at 7:30 PM.
- The Math Team won a conference title for the second time in school history.
- Seniors are busy committing to colleges, finding roommates, and, well... starting to feel the effects of Senioritis! Although it's stressful, we are excited to prepare for what's coming in the future.

Caleb Lewis-NNHS

- NNHS’s Science Olympiad Team won 9th consecutive Science Bowl Championship and will matriculate to Washington D. C’s national competition. It is the largest science competition of its kind sponsored by the Energy Department of the United States.
- NNHS’s Chess Team placed 11th in State Chess Competition.
- NNHS’s Competitive Dance Team placed 3rd at State Competition.

- This week is NNHS's Senior Week, with it culminating with a Senior Assembly on Friday with a hypnotist performance.
- A few weeks ago, NNHS hosted an Orchestration Competition.
- NNHS hosted *Clash of the Sequence* Show Choir Competition
- Upcoming Event(s): NNHS's Senior Fashion Show will be this Sunday, Feb 23, 2025 and the Black Student Leadership Association (BSLA) will be hosting a Basketball Tournament, Thursday, February 27, 2025 during the school day.
- The Black Student Leadership Association (BSLA) hosted a *Living The Dream Student Commemoration Event, Jam Celebration*.
- Comments: Block Scheduling - including comments from the Principal's Roundtable and NNHS Student Government.

Good News

Maplebrook Elementary PI students brought history to life with a Great Depression Era Living Museum. As part of their literacy module, they explored how people find hope and resilience during challenging times. Each student selected a historical figure or group to research, dress as, and represent in the museum, creating an engaging and educational experience for all.

Exciting news from **Beebe Elementary!** Ms. Hernandez, a Fourth Grade DL teacher, guided her students through the process of writing and publishing a Spanish book with Student Treasures Publishing. The young authors put in tremendous effort—rewriting, revising, and editing their work multiple times, just like real authors. Their hard work paid off, and they recently received their very own printed copies of their published book!

The **Elmwood Elementary** Student Council successfully launched and managed a school store, with all proceeds dedicated to supporting our local community. From planning and communication to daily operations, students took charge, ensuring the store ran smoothly each morning. This initiative fostered leadership, teamwork, and a strong sense of belonging within the Elmwood community. The funds raised were reinvested in meaningful programs such as Gift Mart and holiday support for local families. Through this project, students not only developed valuable skills but also deepened their commitment to giving back, making a lasting impact on their school and beyond.

This February, **Madison Junior High School** is celebrating Black History Month by highlighting influential African American leaders in student-led morning announcements and a school-wide door decorating activity. Each Supervised Study class selected a leader to honor, creating a dedicated door display that will be showcased throughout the month.

Jefferson Junior High School's Daria Fedrenko has won a prestigious Scholastic Art & Writing Award for her project on *The Giver*! Her work, which beautifully blends writing and painting to reflect the novel's themes, showcases her creativity and dedication.

This national recognition is one of the highest honors for students in grades 8-12, making Daria's achievement even more remarkable—especially as she continues to master English alongside her native Russian.

Please join us in celebrating Daria's incredible accomplishment. We can't wait to see what she does next!

Big congratulations to the Varsity Cheer team at **Naperville Central High School** for being crowned Conference Champions at the DuPage Valley Conference! The Redhawks are officially DVC CHAMPIONS for the first time since 2010! We couldn't be prouder of these incredible athletes—this is just the beginning of an exciting journey ahead!

Congratulations to the **Naperville Central** Math Team for winning the Conference Championship! These talented students have worked incredibly hard, and their dedication has paid off with this well-deserved victory. We're so proud of their achievement—this is just the start of many more successes to come!

Congratulations to **Kyle Wang** and **Aidan Xie**, who were recently named winners of the **Congressional App Challenge!** Congresswoman **Lauren Underwood** made a special visit to **Naperville North High School** to announce the prestigious honor.

As part of their reward, Kyle and Aidan will be heading to **Washington, D.C.** this spring for a once-in-a-lifetime experience! We are incredibly proud of their hard work and innovation!

This past Saturday, February 1, the **Naperville North** Huskies danced their way to a 3rd place finish at the state competition in Bloomington, bringing home a well-earned trophy! This marks their second state trophy in program history, with their first championship win in 2019.

The team's consistent excellence continues, as they have finished in the top 10 for eight consecutive years—a testament to their hard work, dedication, and talent.

Way to go, Huskies!

We're proud of **Kirsten Paredes** and **Seraphine Rosal** from **Beebe Elementary**, **Jerry Xu** from **Meadow Glens**, and **Jason Cheng** from **Naperville North High School**, who showcased Chinese New Year with a martial arts demonstration. The students were featured live on **CBS News** early in the morning and still made it back to school before 10 a.m.!

What an amazing display of cultural pride and dedication!

Public Comments

President Gericke gave parameters.

Several staff, parents, and students shared concerns regarding the proposed Innovative School Experience. Concerns revolve around the start and end times of the school day as well as the block scheduling. There were questions raised regarding the research used and how students with IEP's and 504's will be served. There is concern regarding the decrease in class time at the high school level. There were comments around keeping more traditional start times.

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

Monthly Reports

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

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 4:01 pm, Thursday, February 13, 2025. No emails bounced back.

1. **Bills and Claims** from WARRANT NO. 1066300 THRU 1066844 AND WARRANT NO. 9000000104 THRU 97 TOTALING \$25,918,025.90 FOR THE PERIOD OF January 22, 2025 TO February 18, 2025.

2. **Personnel Report**

	Effective Date	Location	Position
RETIREMENT-ADMINISTRATION			
Jennifer Baumgartner	3-Jun-25	NNHS	Dean
Tracy Dvorchak	30-Jun-25	Naper	Principal
Suzanne Kribs	3-Jun-25	Mill Street	Assistant Principal
Katy Lynch	30-Jun-25	Meadow Glens	Principal
RESIGNATION-ADMINISTRATION			
Sandra Russell-Smith	30-Jun-25	PSAC	Outreach & Student Belonging Director
Danielle Lusby	30-Apr-25	PSAC	Outreach & Student Belonging Director
REASSIGNMENT-ADMINISTRATION			
RETIREMENT-CERTIFIED			
Thomas Auld	5/27/2025	Washington	8th Grade Math/Social Studies
Susan Atwater	5/27/2025	Prairie	Kindergarten Teacher
Emily Bishop	5/27/2025	NNHS	Spanish Instructor
Pamela Breslin	5/27/2025	Kennedy	Certified School Nurse
Deborah Davison	5/27/2025	Lincoln	French/Spanish Teacher
Kathleen Fedderly	5/27/2025	Kennedy	PE Teacher
Tracey Gamboa	5/27/2025	Meadow Glens	Kindergarten Teacher
Robert Hamann	5/27/2025	Washington	Learning Behavior Specialist
Jay Havenaar	5/27/2025	Lincoln	PE Teacher
Denise Heinson	5/27/2025	Highlands, KJHS, MJHS	EL Teacher
Brian Johnson	5/27/2025	Washington	Band Director
Sharon Koretke	5/27/2025	Beebe	4th Grade Teacher
Christine Miller	5/27/2025	Meadow Glens	Reading Specialist

Karen Most	5/27/2025	River Woods	Occupational Therapist
Cheryl Nicoski	5/27/2025	Madison	Math/LA Teacher
Diane Olson	5/27/2025	Steeple Run	1st Grade Teacher
Dena Porter	5/27/2025	Ranch View	5th Grade Teacher
David Racey	5/27/2025	NNHS	Physical Education
Christopher Rester	5/27/2025	Jefferson	Science Teacher
Mark Roucka	5/27/2025	Lincoln	Physical Education
William Salentine	5/27/2025	NCHS	Physical Education
Diane Schmecht	5/27/2025	Washington	Speech Language Pathologist
Robert Williams	5/27/2025	Kennedy	PE Teacher
Mary Wilkerson	5/27/2025	NCHS	Communication Arts
Lisa Wisinski	5/27/2025	Highlands	1st Grade Teacher
RESIGNATION-CERTIFIED			
Rebecca Bruehl	8/10/2025	Ranch View	School Psychologist
Megan Savas	3/7/2025	Ranch View/ Beebe	Occupational Therapist
RETIREMENT-CLASSIFIED			
Sandra Bloemker	6/30/2025	Meadow Glens	Executive Secretary
RESIGNATION-NON-UNION CLASSIFIED			
Alexis Faber	2/28/2025	Ann Reid	Parent Childhood Educator
RESIGNATION-CLASSIFIED			
Bridget Karnick	2/14/2025	Elmwood	Instructional Paraprofessional
Damian DeDivitis	2/14/2025	Mill St	Technology Support Assistant
EMPLOYMENT-NON-UNION CLASSIFIED			
Karina Bucio	2/14/2025	PSAC	HR Clerk
EMPLOYMENT-CLASSIFIED FULL-TIME			
Dorene Schindler	1/31/2025	Ann Reid	Special Education Paraprofessional
Allison Berg	2/5/2025	Jefferson	Special Education Paraprofessional
Ryan Babic	2/18/2025	Connections	Special Education Paraprofessional
Arta Jaho	2/11/2025	North	Custodian
Ailynn Fuller	2/13/2025	Lincoln	Special Education Paraprofessional
Kirsten Valkner	2/18/2025	NCHS	Campus Supervisor
Stephanie Corona-Coffey	2/19/2025	PSAC	Classroom Nurse
EMPLOYMENT-CLASSIFIED PART-TIME			

Laura Abzal	2/14/2025	NNHS	Registrar Assistant
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3. Board meeting Minutes: 01/21/2025, 02/03/2025
4. Closed Session Minutes: 01/21/2025, 02/03/2025
5. Summer FACS/PLTW projects 9JJHS FACS/PLTW & MJHS PLTW0 Bid Package 1 Casework
6. Summer 2025 Roofing Work (NCHS & Steeple Run)

Vice President Fitzgerald reviewed bills and claims and that I worked with Michelle Swope to verify that all district procedures were followed and statutory obligations were met with regard to bills and claims.

Kristin Fitzgerald made a motion to WARRANT NO. 1066300 THRU 1066844 AND WARRANT NO. 9000000104 THRU 97 TOTALING \$25,918,025.90 FOR THE PERIOD OF January 22, 2025 TO February 18, 2025 and the remaining items on the Consent agenda seconded by Amanda McMillen. Those voting yes: Kozminski, McMillen, Wandke, Gericke, and Fitzgerald. Those voting no: None. Absent: Cush and Kelley Black. The motion carried.

Communications

Written Communications

Freedom of Information Requests:

Fabbre Freedom of Information Act Request- Board of Education Information
 Petersen-Wolverton Freedom of Information Act Request-Board of Education Information
 Petersen Freedom of Information Act Request- Board of Education Information
 Evans Freedom of Information Act Request- Board of Education Information
 Central Times Freedom of Information Act Request- Board of Education Information
 Blaugh Freedom of information Act Request-Human Resources Information
 Yao Freedom of Information Act Request-Business Office Information
 Yao Freedom of Information Act Request-Business Office Information

Board of Education Reports:

Donna-NEF-encouraged attendance at the Building a Passion Breakfast on April 16 at the Matrix Club. Challenged Board members to register and bring someone new.

Joe -Workforce Innovation meeting. Charles Cush also attended. Reviewed the work of the council. Highlighted a need for companies in the area to offer some internships for the next school year. These are amazing opportunities for students and mentors alike. Visited Mill Street. Received a nice tour and sat in on a first grade class and the PI room. Students were teaching the rest of the school about the Lunar New Year. Learned about some initiatives at Mill Street.

Presidents Report

None.

Superintendents Report

None.

Discussion without Action:

President Gericke shared parameters.

PRESS 117 Updates

Superintendent Bridges gave an overview of PRESS. This update includes 18 different policies PRESS has indicated have some language changes either by legal changes or updates to the policy itself.

2.120-Board Member Development is Professional learning for Board members-we will plan on what that learning will look like.
There have been some other questions submitted and answered. We will post in BoardDocs before approval.

Board Comments/Questions:

Great there will be additional training for Board members noted in 2.120.

Policy 8.10-understand how we will implement that.

These will come back for action at the next meeting.

Innovative School Experience Update

Superintendent Bridges noted the memo in Board Docs. He acknowledged the speakers from the last Board meeting and tonight. We do hear you. We are modifying the timeline as one way of response. We are reviewing all the feedback. We do remain committed to the work of the Design teams. We will have an update on timeline at the next Board meeting, March 10. He addressed the comments at the Board meeting and on Social media. We have collaborated with the NUEA Executive Board about comments made that staff has had retribution for any comments opposing these plans. There is no evidence of any retribution. Staff is encouraged to go to Human Resources if they have been treated poorly.

Board Comments/Questions:

I noticed there is a tab on the website for ISE. Thank you for that. Looking at the resources, are there additional resources addressing some concerns we are seeing in the FAQ's?

Superintendent Bridges noted we will address it in the March 10 update. We will provide more information.

I have concerns in regards to SOAR time. Need to better understand attendance in SOAR and how it will impact attendance with doubling the time in SOAR.

Thank the Administration for efforts to dig in to the concerns of the community. Have been to several Home and School meetings to explain and address some of these concerns. I would be interested in hearing some of the research that will support students who may be behind, recovery from the pandemic. How will we be programming in this design? How will we incorporate prep for ACT?

The update posted is a nice document. Can it be included on the website so it is centrally located?

Discussion with Action:

General and Optional Fees:

Superintendent Bridges recommend approval as presented

Board Questions/Comments:

None.

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

High School Course Fees

Superintendent Bridges stated these are also annually reviewed. First presented at February 3 Board of Education meeting.

Board Questions/Comments:

None.

Amanda McMillen made a motion to approve the High School Course Fees as presented, seconded by Joe Kozminski. Those voting yes: Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. Those voting no: None. Absent: Cush and Kelley Black. The motion carried.

Establish Hourly Rates of Pay:

Superintendent Bridges stated these are annually reviewed. These were first presented on February 3, 2025.

Board Comments/Questions:

Continued appreciation for work to help staff where we have shortage

Donna Wandke made a motion to approve establish Hourly Rates of Pay as presented, seconded by Amanda McMillen. Those voting yes: Gericke, Fitzgerald, Kozminski, Wandke, and McMillen. Those voting no: None. Absent: Cush and Kelley Black. The motion carried.

Second Reading PRESS Policy 4.80 Accounting and Audits

Superintendent Bridges noted this an instance where the Board looks to update a policy outside of PRESS updates. Auditors made a recommendation to incorporate our practice into policy. This was first presented at the February 2 Board of Education meeting. We recommend approval as presented.

Board Questions/Comments:

I just wanted to note that we are already in compliance with the unclaimed property process, this is just adding it to the policy. Significant endeavor for staff.

This update is an addition to policy of a practice we have already been doing.

Donna Wandke made a motion to approve the PRESS Policy 4.80 as presented, seconded by Amanda McMillen. Those voting yes: McMillen, Kozminski, Fitzgerald, Wandke, and Gericke. Those voting no: None. Absent: Cush and Kelley Black. The motion carried.

Old Business:

None.

New Business:

None.

Upcoming Events

- **Next Board of Education meeting on Monday March 10, 2025.**
- **Spring Break-March 31-April 4, 2025.**
- **NEF Building a Passion Breakfast on April 16, 2025**
- **Commencement-will receive an email from Superintendent Bridges regarding those exercises.**

Return to Closed Session:

Donna Wandke moved, seconded by Amanda McMillen to return to Closed Session at 8:19 pm for the purpose 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.

A roll call vote was taken. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, and Kozminski. Those voting no: None. Absent: Cush and Kelley Black. The motion carried.

Adjournment

Donna Wandke motioned to return to open session at 9:19 pm. Joe Kozminski seconded the motion.

Vote: 5-0 by roll call vote

Joe Kozminski motioned to adjourn the meeting at 9:20 pm. Amanda McMillen seconded the motion

Vote: 5-0 by roll call vote

Approved: March 24, 2025

Kristine Gericke, President, Board of
Education

Susan Patton, Secretary, Board of
Education