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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 Jefferson Junior High School, 1525 Loomis Street, Naperville, IL 60563  
May 15, 2023 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 pm.

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

Administrators present were:

Dan Bridges, Superintendent,  
Bob Ross, Chief Human Resources Officer  
Michael Frances, Chief Financial Officer/CSBO

### **Closed Session**

Kristin Fitzgerald moved, seconded by Joe Kozminski to go into Closed Session at 6:01 pm. for consideration of:

1. Pursuant to 5 ILCS 120/2(c) (21) Discussion of minutes lawfully closed under the Open Meetings Act, for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06.04/17/2023, 05/01/2023
2. Pursuant to 5 ILCS 120/2(c) (1) Appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District.
3. Pursuant to 5 ILCS 120/2(c) (2) Collective negotiating matters between the public body and its employees or their representatives.
4. Pursuant to 5 ILCS 120/2 (c) (11) Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal.

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

### **Meeting Opening**

Charles Cush made a motion, seconded by Donna Wandke to return to Open Session at 7:06 pm. A roll call vote was taken. Those voting yes: McMillen, Fitzgerald, Wandke, Gericke, Cush, Kozminski, and Kelley Black. 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, Melissa Kelley Black, Joe Kozminski, Amanda McMillen and Donna Wandke.

**Student Ambassadors present:** Sarayu Suresh and Joanna Cho

**Administrators present:** Dan Bridges, Superintendent, Roger Brunelle, Chief Information Officer, Allison Boutet, Assistant Superintendent for Administrative Services, Michael Frances, Chief Finance Officer/CSBO Chuck Freundt, Assistant Superintendent for Elementary Education, Chala Holland, Assistant Superintendent for Administrative Services, Lisa Xagas, Assistant Superintendent for Student Services, Alex Mayster, Executive Director for Communications, Patrick Nolten, Assistant

Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

### **Pledge of Allegiance:**

#### **Led by Scott Elementary School**

Superintendent Bridges welcomed Scott Elementary. Principal Hugh Boger had students introduce themselves after which they led us in the Pledge of Allegiance.

### **Good News**

Two Naperville 203 students were recognized at a recent Naperville City Council meeting by the city's Accessible Community Task Force. Connections student Kristen Dorsey works independently as a kitchen attendant at Peter Pan Preschool and Daycare and has impressed her supervisors and colleagues with her work ethic, compassion, and determination. Naperville Central senior Makena Jones was recognized for going beyond the leadership expectations of the Adapted PE program at Central. Congratulations to Kristen and Makena.

Eight Naperville 203 high school students were among 15 who were awarded nearly \$40,000 in scholarships from the Rotary Club of Naperville for prioritizing "Service Above Self." Congratulations to our high school students.

### **Public Comment**

President Gericke gave the parameters for public comment. She will designate the next speaker so that they have the appropriate time to prepare. Issues raised in public comment will be taken under advisement by the Board of Education but will not be discussed in this meeting. Because the questions raised in public comment address district operational matters, the Superintendent is designated by the Board to coordinate responses and will apprise the Board accordingly. All public comments have been added to Board Docs. President Gericke reminded the community that as outlined in Board Policy 2.230, individuals addressing the Board should conduct themselves with respect and civility toward others. Individuals are free to express their criticism regarding Board policy or decisions by the Board but should refrain from personal attacks.

Two members of SEIU Local 1 Union came and spoke about wanting the new Food Service provider, Organic Life to keep all current employees in place. They spoke about their wanting to stay and that they feel protected because they have union jobs. They are seeking clarity in what will happen as we transition Food Service providers.

A parent from Scott School spoke words of gratitude for Principal Hugh Boger. He noted the positive impact that Mr. Boger has had on his family and the positive culture he has created at Scott School.

President of Organic Life. We are here because we heard of the concerns of the employees. We met with them on May 1 and told them that we would be offering them all jobs. We are very excited to offer current employees positions and benefits.

Several students from NCHS Peace and Conflict class spoke to the Board regarding climate change and the District's responsibility in reducing its carbon footprint. They noted the District's dedication to this effort through the Strategic Plan, although they would like to see the District do more. The plans noted are lacking in depth and details. They also noted that there are funding opportunities for the District to install solar panels as have been installed at Metea Valley High School.

President Gericke noted that the Board of Education appreciates your advocacy. She ensured each speaker that the Board has heard your concerns. We consider you a vital part of process of reflecting the views of the community. As a reminder, the Board of Education has designated the Superintendent to respond to public comments.

Superintendent Bridges asked the Board of Education to move the Superintendent's Student Advisory Council report to this part of the agenda.

**Superintendent Bridges noted that this has been one of his favorite groups that he has worked with in his 11 years. He thanked the students and noted how much he enjoyed spending Friday mornings with them.**

**Several students spoke of their experience serving on the SSAC. They each gave some thoughts for how they would help students feel a sense of belonging in their schools as well as in the District.**

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

**Thank you to Superintendent Bridges and the students for sharing their voices.**

**We have the recommendations, where will we go from here?**

Superintendent Bridges responded that this feedback would be used in school improvement planning as well as sharing it out to the broader community.

**Will we take this to the classroom level?**

Superintendent Bridges noted that schools would take it to the class level.

**Class size matters when discussing these thoughts of making connections.**

**Thank the staff who worked to put this together. Thank you for creating a great culture among the students. The trust and authenticity shared is appreciated. Thank you for all you have done. You have given us what we need to work with to make improvements.**

**Thank you to the leaders and their facilitation. Thank you to the students for welcoming her and letting her listen to what was shared.**

**Wow. He was wowed by the relationships that were created. Thanked the staff for creating that environment. It was impressive to see the differences and the commonalities that came out. He thanked the parents and noted that parent support means a lot to them. He asked that the students to hold us accountable.**

**Thanked all for participating. There will be some valuable outcomes. You have made some great starting points. Listening to the voices of students will be how we continue to improve as a District.**

**Thanked all the people that made this happen. Wanted them to know that we do care.**

**Thanked them again for their openness and honesty. You brought your true self to this council. Great to watch you work and you allowed us to join in and were patient with us.**

**We will take some time to recognize the participants.**

#### **Monthly Reports**

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

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

None.

#### **Action by Consent:**

1. **Bills and Claims** from WARRANT NO. 1051406 THRU WARRANT NO.1051868 TOTALING \$24,503,428.12 FOR THE PERIOD OF April 18, 2023, to May 15, 2023.
2. **Board Meeting Minutes 04/17/2023, 05/01/2023**
3. **Approval of Closed Session Minutes 04/17/2023, 05/01/2023**
4. **Adoption of the Personnel Report**

	Effective Date	Location	Position
<b>APPOINTMENT-ADMINISTRATION</b>			
Bryant Cobo	8/7/2023	JJHS	Assistant Principal
Traci Furbee	7/1/2023	Kingsley	Principal
Dawn Malatia	7/1/2023	Steeple Run	Principal
<b>RESIGNATION-CERTIFIED</b>			
Meghan Breitinger	8/13/2023	Elmwood	Learning Commons Director
Samantha Sheley	8/13/2023	River Woods	Kindergarten Teacher
Gabrielle Peterson	8/13/2023	NNHS	Science Teacher
<b>REASSIGNMENT-ADMINISTRATION TO CERTIFIED</b>			
Brian Glasby	8/14/2023	NNHS	Science Teacher
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Jessica Chiu	8/14/2023	Maplebrook	EL Teacher
Megan Phillips	8/14/2023	Elmwood	Learning Behavior Specialist
Colleen Seymour	8/14/2023	Steeple Run	Learning Behavior Specialist
Lauren Vanisko	8/14/2023	Steeple Run	Learning Behavior Specialist
Maggie Schrader	8/14/2023	Naper	4th Grade Teacher
Kiana Busch	8/14/2023	Kingsley	Learning Behavior Specialist
Julia Washington	8/14/2023	Ellsworth	3rd Grade Teacher
Matthew Spisak	8/14/2023	KJHS	Social Science Teacher
Michael Agnew	8/14/2023	LJHS	Social Science Teacher
Marc McCormack	8/14/2023	MJHS	.8 LA / .2 SS Teacher
Madison Emamjomeh	8/14/2023	LJHS, Elmwood	Orchestra Teacher
Claire Makowski	8/14/2023	WJHS, JJHS	Music Teacher
Samantha Cermak	8/14/2023	NNHS	American Sign Language Teacher
Lindsey Page	8/14/2023	NCHS	FACS Teacher
Andreas Damianides	8/14/2023	NCHS	Physics Teacher
Kristen Downey	8/14/2023	LJHS	Science Teacher
Allison Slater	8/14/2023	WJHS, MJHS	French Teacher
Bridget Kurkamp	8/14/2023	WJHS	Learning Behavior Specialist

William Ellinghaus III	8/14/2023	NNHS	Math Teacher
Anne Gomez	8/14/2023	NNHS	School Counselor
Gina DeCarlo	8/14/2023	NCHS	Student Success Interventionist
Jessica Theis	8/14/2023	Connections	Learning Behavior Specialist
Robyn Jachimiec	8/14/2023	Connections	Learning Behavior Specialist
Peter Flaherty	8/14/2023	PSAC	ALOP Coordinator
Gabriel Sievers	8/14/2023	JJHS/KJHS	School Social Worker
Nicole Lynch	8/14/2023	PSAC	Student Services Coordinator
<b>RE-EMPLOYMENT-CERTIFIED FULL-TIME</b>			
Katherine Heidrick	8/14/2023	Maplebrook	2nd Grade Teacher
Zach Mory	8/14/2023	NNHS	Art Teacher
Sara Shindollar	8/14/2023	Beebe	4th Grade Teacher
<b>LEAVE OF ABSENCE-CERTIFIED</b>			
Emily Schmitt	SY 23/24 40%	ARECC/ Meadow Glens	Speech - Language Pathologist
Mary Nameche	SY 23/24 50%	Elmwood	Learning Behavior Specialist
Renee Bodach	SY 23/24 40%	MJHS	Speech - Language Pathologist
<b>RESIGNATION-CLASSIFIED</b>			
Monica Leonaitis	5/5/2023	NNHS	High School Main Office Receptionist
Mariana Arruabarrena	6/7/2023	Steeple Run	Senior Secretary
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Jill Wroble	5/1/2023	ARECC	Computer Support Associate
Nicole DiGrazia	5/3/2023	NNHS	Attendance Specialist
Debra Fulda	5/8/2023	Transportation	Bus Driver

5. Updated General and Participation School Fees
6. Bid: Asbestos Abatement at NNHS, Summer 2023
7. Bid: Four Asphalt Projects Summer 2023
8. Disposal of Assets
9. IASB PRESS Subscription 2023-2024
10. IASB Dues 2023-2024

Kristin Fitzgerald made a motion to approve warrant NO. 1051406 thru warrant NO.1051868 totaling \$24,503,428.12 for the period of April 18, 2023 to May 15, 2023 and all items on the Consent Agenda except the April 17, 2023 Open and Closed Minutes and the May 1, 2023 Closed minutes seconded by Melissa Kelley Black. Those voting yes: Gericke, Kozminski, McMillen, Wandke, Kelley Black, Fitzgerald, and Cush. No: None. The motion carried.

Kristin Fitzgerald made a motion to approve the April 17, 2023 Open and Closed Minutes and the May 1, 2023 Closed Minutes as presented, seconded by Donna Wandke. Those voting yes: Cush,

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

Superintendent Bridges introduced and welcomed Traci Furbee as the new Principal of Kingsley Elementary.

Traci gave remarks of being thankful for this opportunity.

Superintendent Bridges introduced and welcomed Dawn Malatia, new principal of Steeple Run. Dawn expressed her gratitude for the opportunity to serve Steeple Run as Principal.

### **Policy Consent Agenda**

**Policy 4:40 Incurring Debt**

**Policy 5:260 Student Teachers**

**Policy 5:285 Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers**

**Policy 6:135 Accelerated Placement Program**

**Policy 6:210 Instructional Materials**

**Policy 8:20 Community Use of School Facilities**

**Policy 8:70 Accommodating Individuals with Disabilities**

**Superintendent Bridges reviewed our process with PRESS. Those on the Policy Consent Agenda are those with few verbiage changes and mostly legal reference changes.**

### **BOE Questions/Comments:**

**Can we pull Policy 6.135, as I would like more information and how we are implementing this policy?**

**I would like to pull Policies 4.40 and 8.70.**

Charles Cush made a motion to approve the Policy Consent Agenda with exception of Policies 4.40, 8.70, and 6.135, seconded by Amanda McMillen. Those voting yes: Kelley Black, Wandke, Gericke, Cush, McMillen, Kozminski, and Fitzgerald. Those voting no: None. The motion carried.

### **Policy 4.40-Incurring Debt**

#### **How does this impact having funds available for student services?**

Superintendent Bridges noted that we have very little debt in the district. It would not deflect money from any other program. If we have paid anything early, we would pay it from the Fund Balance.

Mr. Frances added that we have not borrowed money since the addition of NCHS.

**We paid everything early, as we have been able.**

Kristin Fitzgerald made a motion to approve the Policy 4.40, Incurring Debt, as presented, seconded by Joe Kozminski. Those voting yes: Wandke, McMillen, Fitzgerald, Kozminski, Gericke, Cush, and Kelley Black. Those voting no: None. The motion carried.

### **Policy 6.135**

#### **How is this going and how are we implementing this policy?**

Mrs. Willard noted that we are doing an abbreviated implementation of this. We used the current 8<sup>th</sup> graders 7<sup>th</sup> grade IAR data.

We made a recommendation to parents and students to offer ELA component.

We are working with many districts, as the operational side of it is very difficult due to the timing of the assessment data that we receive.

**This year we made recommendations for ELA. So next year they would be automatically moved up?**

Mrs. Willard stated that we will make recommendation and parent/guardian and student could opt out. We want to encourage the highest level of course work for students.

**Our advocacy groups were involved in the language of this policy. The policy is well intended. This process honors the law and allows parent and student voice.**

**Can we advocate to ISBE to make this better?**

**Is any input from 8<sup>th</sup> grade being considered?**

Mrs. Willard stated we don't have access to the data until after selections are made.

**What are potential staffing implications?**

Superintendent Bridges noted that it could impact sectioning that would impact staff percentages.

**Going forward it will be for all subjects?**

Mrs. Willard noted it would be for all that have advanced classes. We are trying to start with freshman and see how that goes.

**It is super complex and we thank you for your work.**

**In the text of the policy, they reference two statutes, where in the school code is it located? I would like to look more closely at the school code.**

Amanda McMillen made a motion to approve the Policy 6.135, Accelerated Placement Program, as presented, seconded by Joe Kozminski. Those voting yes: Cush, McMillen, Kelley Black, Fitzgerald, Kozminski, Gericke, and Wandke. Those voting no: None. The motion carried.

### **Policy 8.70**

**Is this pertaining to students with disabilities?**

Superintendent Bridges stated that this policy speaks to our adherence to the Federal ADA act. There are other policies in our manual such as 6.120 regarding education of children with disabilities and 7.230 regarding misconduct by students with disabilities as well as at least six to eight others.

**Do we look at these policies to see about closing achievement gaps?**

Superintendent Bridges noted not this policy. Some of the other policies would address that.

**This pertains to the broader community.**

Amanda McMillen made a motion to approve the Policy 8.70, Accommodating Individuals with Disabilities, as presented, seconded by Charles Cush. Those voting yes: Kozminski, Cush, Wandke, McMillen, Fitzgerald, Kelley Black, and Gericke. Those voting no: None. The motion carried.

### **Communications**

#### **Student Ambassador Reports:**

##### **Joanna Cho-NNHS**

- April 22, we hosted our annual Airband,
- April 23 we held the spring dance.
- April 27 to May 1, our school musical, Mean Girls, enjoyed full audiences and amazing performances.
- May 7 was prom for our seniors,
- This past weekend was the vocal pop concert.
- May 13 was our annual auto show, which was a huge hit. It included over a hundred cars displayed from the community, food trucks, a bouncy house, and mass school participation.
- Looking forward, we have many final end-of-the-year activities.
- Tuesday, we have the choral farewell,
- Wednesday we have the band farewell.
- Thursday is the orchestra farewell and our seniors' last day.
- May 19 is the commemorative,
- May 21 is our official commencement

## **Sarayu Suresh-NCHS**

- This is my last report to the Board of Education. I just want to thank Mrs. Thornton for working with me on these reports, and Mrs. Cosgrove for recommending me for this position.
- As the school year comes to the end we have had a lot of “lasts,” the last orchestra band and chorus concerts, and the last theatre Central production of the year, Les Mis. Business Incubator teams gave their final pitches.
- We recently held our 4.0 awards where near 1/3 of the student body was honored. Seniors have had lots of excitement and events, with the honors ceremony, the upcoming senior assembly, commemorative, and of course graduation.
- This year has been a great welcome back to school after the chaos of the last couple of years. There is some confusion with what SOAR/homeroom look like next year, however from the beginning of the year students are less confused and are more open to SOAR.

## **Written Communications**

**None**

## **Superintendent/Staff/School Report**

### **President’s Report**

#### **Board of Education Reports:**

**Mr. Kozminski gave a report on NEF. Annual grants given out.**

**Incubator Pitch night was last week and there were many great pitches.**

**NEF run is now open. Takes place in October.**

**Ms. McMillen attended the AAPI event. Thanked Dr. Leaks for all the work that went into the panels and all activities.**

**Mrs. Fitzgerald stated she is beginning the committees and adopt a school assignments. Please send availability to her.**

#### **Discussion without Action:**

##### **2023-2024 Budget Workshop**

**Superintendent Bridges stated questions have been responded to and have been added to BoardDocs. Today is the second of four opportunities to discuss the budget. Citizens Finance Advisory Council meets tomorrow night.**

**Mr. Frances added that the budget has been posted.**

#### **BOE Questions/Comments:**

**Thank you for the process of answering the questions.**

**Thank you for sending us the five year forecast.**

##### **What is the Fund Balance Policy?**

**Mr. Frances responded, Policy 4.20.**

**Superintendent Bridges reminded the Board and community to continue to send questions. All questions will be posted for transparency.**

#### **Second Reading Policy 7:270 Administering Medicines to Students**

**Superintendent Bridges noted that we have been in a couple of places in regards to this policy.**

**What is loaded in BoardDocs is the PRESS policy.**

**There have been some questions about the void language on the opioid antagonist.**



**We are looking operationally at how to make this work. Legal counsel has noted that we should keep this language vague.**

**BOE Questions/Comments:**

**Because the voids are all referencing the prescriptions and there are no prescriptions needed for opioid antagonists.**

Mrs. Xagas stated we want to keep that in so that we are covered in case we have to go without the medication. Legal counsel is looking at rewording it.

**Policy 6:32 Class Size**

**Superintendent Bridges stated we have been working to get the language that the Board is wanting.**

**BOE questions/comments:**

**The language added gives flexibility and ensures that 20 to 30 is not seen as a range and continues the flexibility to make decisions to run a class under 15. .**

**When you talk about 30 students, are you talking about core classes?**

Superintendent Bridges remarked that is not the preference. This is to set a range of a goal. We want to keep class sizes as low as possible. We are trying to create an aspirational range.

**Aspirational range is 20-30 but we can go lower, 30 is a lot. We prohibit what can happen in a classroom of 30 students.**

**Can you remind of the average class size.**

Mr. Freundt noted that K-5 is 22.5.

Superintendent Bridges added that we have language in collective bargaining agreements that certain sizes trigger additional help.

**The flexibility is there to allow schools what they need to do with classes.**

**Appreciate the addition of the report including all levels.**

**We no longer have the 15 noted for High School. Have we sent this to legal counsel?**

Superintendent Bridges stated we have not sent this back to legal counsel.

**Like the way the policy reads. We do not want to get too prescriptive with the numbers.**

**We stay under the 30 in most cases.**

**Does this guarantee that at the High School level if we have a class of 15 the class would run?**

Superintendent Bridges responded no.

**Did the last policy guarantee that?**

Superintendent Bridges responded no.

Dr. Holland added we run all classes that have 15 or under.

Superintendent Bridges noted this is not a recommended PRESS policy and legal counsel does not want us to have this policy.

**On the report, will we look at classes that have 28?**

**We will see this at the next meeting.**

**PRESS 111 Updates**

**Board Questions/Comments:**

**Policy 4.60- Contractors who have sexual misconduct, how do we put this into practice?**

Mr. Frances noted that our subcontractors are aware of this policy. We are working on verifying that they are really doing this.

**These will be back for action next meeting.**

**Discussion with Action:**

**2023-2024 Board Meeting Schedule**

Superintendent Bridges noted this is updated to one meeting in November. We will need to add a meeting in late June or early July. Recommend you approve as presented.

**Board Questions/Comments:**

**Thanks for taking our feedback in November.  
Would the added meeting be Personnel only?  
Are we looking to add a June meeting?**

Kristin Fitzgerald made a motion to approve the Board of Education Meeting Schedule as presented, Charles Cush seconded. Those voting yes: Cush, Kelley Black, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. Those voting No: None. Motion carried.

**Old Business**

None

**New Business**

None

**Upcoming Events**

**Graduation on Sunday May 21, 2023.  
Next Board meeting will be June 5, 2023.**

**Adjournment**

Amanda McMillen moved seconded by Joe Kozminski to adjourn the meeting at 9:12 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.

**Meeting adjourned at 9:12 pm.**

Approved: June 20, 2023

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Kristine Gericke, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education