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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 THE DISTRICT ADMINISTRATION CENTER, 203 WEST  
HILLSIDE ROAD, NAPERVILLE, IL.

September 18, 2023 AT 7:00 P.M., CLOSED SESSION 6:30 p.m.

**Call to order**

President Kristine Gericke called the meeting to order at 6:12pm. Board members present: Kristin Fitzgerald, Kristine Gericke, Charles Cush, Amanda McMillen, Melissa Kelley Black, Joe Kozminski, and Donna Wandke via phone.

Kristin Fitzgerald motioned to approve Donna Wandke participate in the meeting via phone in accordance with Board policy.

Ananda McMillen seconded the motion.

Vote: 5-0

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 Amanda McMillen to go into Closed Session at 6:16 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. 08/21/2023, 09/05/2023
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)(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.
4. 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: Fitzgerald, Gericke, McMillen, Kelley Black, and Kozminski. No: None.  
Motion carried.

The board of Education entered closed session at 6:17pm.

**Meeting Opening**

Kristin Fitzgerald made a motion, seconded by Amanda McMillen to return to Open Session at 7:01 pm. A roll call vote was taken. Those voting yes: Cush, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. The motion carried. Absent: Kelley Black.

**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, and Donna Wandke.

Student Ambassadors present: Trenton Polk and Javi Sevilla

**Administrators present:** Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Administrative Services, Roger Brunelle, Chief Information Officer, Michael Frances, Chief Financial Officer, Chuck Freundt, Assistant Superintendent for Elementary Education, Chala Holland, Assistant Superintendent for Administrative Services, Rakeda Leaks, Executive Director of Inclusion and Diversity, Alex Mayster, Executive Director for Communications, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Bob Ross, Chief Human Resources Officer, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Student Services.

**Pledge of Allegiance:**

**Led by Naper Elementary School**

**Tracy Dvorchak, Principal of Naper Elementary School and students introduced themselves and then led the Board of Education in the Pledge of Allegiance.**

**Good News**

Thank you to our SUCCESS program for hosting another outstanding Back to School Cookout on Sunday, September 10, at Seager Park. This was another great way to celebrate the start to our 2023-2024 school year, with the help of families of students who identify as Black/African-American.

Scott School Teacher Savena Joiner has been selected for the Teach Plus Illinois Policy Fellowship – which is a program that empowers current classroom educators to advocate on behalf of policies that affect their students. Savena is one of only 25 educators carefully selected from across the state for this yearlong honor. Congratulations!

Thank you to our Partners in Growth who joined us for breakfast last week! We are working to elevate student experiences in Naperville 203, and we cannot do it without the partnership of our amazing community. Please reach out if you are able to help support our students through a career-related partnership.

Naperville Central's Jeromy Bentley has been named the Chemistry Teacher of Excellence by the Chicago Chapter of the American Chemical Society. Jeromy was selected for his devotion to his students, and his outstanding community service. Congratulations!

Naperville North junior Rory Andrlik recently wrote a book that aims to inspire young students with dyslexia. We are excited to share that the book was published just ahead of National Dyslexia Awareness Month in October. Congratulations, Rory!

**Recognition**

Jackie Thornton, Principal of Naperville Central and Stephanie Posey, Principal of Naperville North presented their students who were honored with the following recognitions.

- 2024 National Merit Semi Finalists NCHS and NNHS**
- National African American Recognition Award**
- National Hispanic Recognition Award**
- National Indigenous Recognition Award**

**Public Comments**

There were no slips provided but an audience member noted that she would like to make public comment.

**Community member Alma Faust urged the District to move on from the Lucy Caulkins units of study in Elementary schools. Teaches poor readers and poor spellers. Does not focus on sentence structure. This is the cause of the academic gaps in the districts. Wealthy parents can afford to hire tutors. She asked that the Administration and School Board bring in evidence based explicit instruction.**

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.

**Monthly Reports**

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

**Board Comments/Questions:**

None.

**Action by Consent:**

- 1. Bills and Claims** from WARRANT NO. 1054528 THRU WARRANT NO. 9000000048 TOTALING \$23,883,550.81 FOR THE PERIOD OF August 22, 2023 TO September 18, 2023.
- 2. Adoption of Personnel Report**

	Effective Date	Location	Position
<b>APPOINTMENT-CERTIFIED PART-TIME</b>			

Colleen Rice	9/7/2023	Elmwood & Ranchview	Music Teacher
<b>LEAVE OF ABSENCE-CERTIFIED</b>			
Kiersten Boesso	4/6/24 - 5/23/24	Prairie	Music-Vocal
<b>RETIREMENT-CLASSIFIED</b>			
John K. Fraser	4/5/2024	Transportation	Bus Driver
Cynthia Wittman-Skinner	11/21/2023	Ellsworth	Health Technician
<b>RESIGNATION-CLASSIFIED</b>			
Sarah Kutkoski	9/3/2023	Connections	Special Education Assistant
Rachel Jang	9/22/2023	MJHS	Special Education Assistant
Caroline Surowiec	7/7/2023	Elmwood	Computer Support Associate
Joseph Jaruscki	9/27/2023	PSAC	Director
Laura Edward	9/15/2023	NCHS	Special Education Assistant
Danine Polizzi	9/15/2023	Mill Street	Special Education Assistant
<b>TERMINATION-CLASSIFIED</b>			
Crystal Sajdak	9/18/2023	Kingsley	Special Education Assistant
Jerry Hellinga	9/18/2023	NNHS	Special Education Assistant
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Jodi Chung	9/18/2023	WJHS	Special Education Assistant
Laurel Hill	9/18/2023	Mill Street	Special Education Assistant
Kelly Federschmidt	9/18/2023	NNHS	Special Education Assistant
Laura Edward	9/18/2023	NCHS	Special Education Assistant
Gloria Rodriguez	9/18/2023	JJHS	Special Education Assistant
Guadalupe Olaguez	9/18/2023	Elmwood	Dual Language Assistant
Giovanna Toledo	10/2/2023	Mill Street	Instructional Assistant
Sabrina Jensik	9/18/2023	ARECC	Special Education Assistant
Farheen Fatima	9/18/2023	NNHS	Senior Executive Secretary
Ann Bakshis	9/18/2023	NNHS	Main Office Receptionist
Divya Batra	9/11/2023	Steeple Run	Instructional Assistant
Priyanki Biswas	8/16/2023	Mill Street	Special Education Assistant
Cheryl Gobernatz	9/5/2023	ARECC	Special Education Assistant
Terese DeSalvo	9/5/2023	Mill Street	Instructional Assistant
Charles Freeman	9/15/2023	WJHS	Special Education Assistant
Gregg Fuja	8/18/2023	JJHS	Special Education Assistant
Suhyun Han	8/31/2023	RiverWoods	Dual Language Assistant
Lorie Hixon	8/16/2023	Prairie	Instructional Assistant
Shih Ming Li	8/16/2023	MJHS	Special Education Assistant
Vivian Ong	8/16/2023	ARECC	Special Education Assistant
Lauren Pangman	8/16/2023	ARECC	Special Education Assistant

Natalie Sehgal	8/16/2023	ARECC	Special Education Assistant
Ildiko Carter	10/2/2023	MJHS	Special Education Assistant
Jeffrey Runge	8/17/2023	NNHS	Campus Supervisor
<b>LEAVE OF ABSENCE-CLASSIFIED</b>			
Leyla Harfoush	08/16 - 10/01	NNHS	Special Education Assistant

3. **Board Meeting Minutes 08/21/2023, 09/05/2023**
4. **Closed Meeting Minutes 08/21/2023, 09/05/2023**
5. **Bid: Snow Removal**
6. **Bid: EV Charging Station**

Superintendent Bridges noted that there was a request to remove this from the Consent Agenda. He encouraged the Board to move forward with 7.06, as this is part of an initiative that the Board previously approved. There is also a time sensitivity as we need to get this installed so that we may move forward with using our purchased electric busses.

**We have precedent for removing items when there is no time pressure. In this case, we need to get this approved so that we may move forward with the previously approved initiative.**

Kristine Gericke made a motion to approve WARRANT NO. 1054528 THRU WARRANT NO. 90000000048 TOTALING \$23,883,550.81 FOR THE PERIOD OF August 22, 2023 TO September 18, 2023 and the remaining items on the Consent Agenda, with exception of item 7.05, seconded by Donna Wandke. Those voting yes: Fitzgerald, Kozminski, Gericke, Cush, McMillen, and Wandke. Those voting no: None. Absent: Kelley Black. The motion carried.

### **7.05-Bid for Snow removal**

#### **How does this bid compare to previous contract?**

Mr. Frances noted that we received two bids one was disqualified. This is the same vendor. The change is for salt and snow removal. Hourly charges are similar to what we are paying now. The charges are reasonable and only slightly ahead of what we paid three years ago.

#### **Why is the price for 7+ inches of snow less than smaller amounts?**

Mr. Frances responded that they put that in to reassure us that they would get the snow removed before it gets to seven inches.

#### **So if they remove 4 inches twice, we would have to pay twice?**

#### **Can you clarify that?**

Mr. Frances remarked that it depends on how long the snow event lasts and how much falls.

#### **We can't compare to another district but for the hourly district have we looked at what other districts pay?**

Mr. Frances responded that we have not looked at other districts. Three of the hourly rates in this bid are the same as three years ago; two are increased by \$5 and one by \$30.

#### **What metric do we use to determine the amount of snow?**

Mr. Frances stated that Director of Operations, Kevin Bee would be the one approving invoices and knowing how many times they needed to come out and plow.

#### **Appreciate the work done but always struggle when we only have one bid.**

#### **It looks like you solicited from 10 companies. One was disqualified why?**

Mr. Frances noted they did not provide a Bid Bond. We left the pricing in to give the Board some reassurance that the other pricing is reasonable.

Amanda McMillen made a motion to approve item 7.05, Snow Removal, seconded by Joe Kozminski. Those voting yes: McMillen, Fitzgerald, Kozminski, Gericke, and Cush. Those voting no: Wandke. Absent: Kelley Black. The motion carried.

### **Student Ambassador Reports:**

**President Gericke invited the Student Ambassadors to introduce themselves and tell a little bit about themselves.**

**Javi Sevilla-NCHS-Excited to be a student ambassador**

**Trenton Polk-NNHS-excited to represent NNHS as a student ambassador.**

#### **Javi**

- Last month, on August 18, Central a successful red and white night, that highlighted many of the activities that will begin to take place throughout the year.
- Naperville Central began a new tradition, which started on September 1, with the 1st Senior Sunrise, where seniors were invited to watch the sunrise to kick off the new school year.
- The Student Advisory Council has been leading efforts in preparing the school for decorations for our homecoming game, planning to decorate the hallways and classroom doors
- Our football team is currently undefeated and we are looking forward to our homecoming game on October 5 against DeKalb
- School spirit this year has seen a lot more participation among the school community especially with the underclassmen getting more involved
- New and preexisting clubs have started up again this year, claiming to have more freshman and overall interest in these clubs granting more people the opportunity to get involved with NCHS
- Central has started to enforce a stricter phone policy while in classrooms, students are not permitted to have access to their phones during class and are often put in "phone jails," this new policy has been put in place to promote focus, productivity, and a community feel in a classroom rather than being on a screen.
- We have also recently had a new addition to our schools digital network. The NCHS Bus app, it allows students to know when their bus is most likely to arrive and if it has arrived.
- Additionally there is a NCHS Athletics app to let teams and fans know the current schedule, game day location, and a fun feature to help cheer on participants of the team.

#### **Trenton Polk School Initiatives**

- August 17 - seniors welcomed into the school in annual assembly
- August 18 - each class meet staff and administration in assemblies
  - Review Tier 1 expectations in the building surrounding phone usage, attendance and hallway passes.
  - Viewed the welcome to North video highlighting a sense of community and belonging for all students.
- On August 23, North held its annual Open House
  - where students and parents are invited to follow student schedules, meet teachers and staff, and get a feel for Naperville North HS

- Freshman Field day
- Increased number of WIN sessions based on student feedback
- So far compared to last year, Cell Phone violations up, excessive tardies and truancies down

### **Athletics**

- All Fall athletics and activities have begun and are having a good season
  - High levels of participation, both as athletes and performers, as well as supporting each other through attendance at events.
- On September 2 - the NNHS Soccer team won the Best of the West tournament.
- September 8 also saw the football team win an exciting game over Bolingbrook HS in the final seconds.

### **Activities**

- August 18 was also our Blue and Orange scrimmage and our Eighties dance
  - well attended by students
  - Raised funding for internal North student support throughout the year.
  - Naperville North Theatre Dept held its first performance, A Murder Mystery Play on August 26.
- The Freshman/Sophomore play was performed the weekend of September 8 and was well attended.

### **Written Communications**

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

Yearly Freedom of Information Act-Student Information

ProPublica Freedom of Information Act-Legal Information

NBC 5 Freedom of Information Act-Student Information

Central Times Freedom of Information Act-Student Information

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

Superintendent Bridges congratulated Javi and Trenton for being named student ambassadors. Thank you for being here.

### **Annual Administrator and Teacher Salary Report**

**Superintendent Bridges noted that these reports are required to be presented to the Board and to the public.**

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

**None.**

### **Annual Posting of Board of Education Approved Resources**

Superintendent Bridges noted that these are also required postings and they are posted on the website

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

**None.**

#### **President's Report:**

**President Gericke announced that the Board of Education has received the Board Governance award for the fifth consecutive time. This award is given out every other year to Boards that learn and practice effective governance. The Naperville 203 School Board first received this award in 2015. Reflects our commitment to board governance.**

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

**Vice President Fitzgerald reported about her attendance at an Advisory committee meeting for Tony Sanders, State Superintendent. He updated us on some legislation and some issues like teacher shortage and student safety. He will be looking at assessment in more detail. Thinking about things in a big picture way. The other committee I attended was the State Assessment Review Committee. That group has definitely been looking to come up with a theory of action for the purposes of assessment.**

**Mr. Cush reported on the Diversity Advisory Committee. Diversity, Equity, inclusion and Belonging. There are No Place for Hate pilots being held at a couple of schools. Hispanic Heritage Month 9/15-10/15. ALMAS event on October 10, at DuPage Children's Museum 6:00-8:00pm.**

**Ms. McMillen reported on NEF meeting last Thursday. Team NEF looking for volunteers on the day of the event. Piloting a new fundraiser with LJHS instead of the magazine drive. Feedback has been positive. This is a partnership with H&S.**

**Mrs. Wandke added that grants for each school from NEF are being delivered now.**

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

##### **School Improvement Plans**

**Superintendent Bridges reported that these are shared with the Board as per board policy. We have typically presented these in December. Wanted to allow for more collaboration. SIP have been redesigned to look at the whole child. Alignment to the D203 mission, vision and blueprint. Future driven. Allows schools to look at more than just the typical assessment scores. The new format reflects a collaborative effort between the Administration and buildings.**

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

**Thank you for the work to refine the data. Every year these have gotten better. Would be nice to have accomplishments that are related to specific goals. Had to dig to find what goals were met and which ones were not.**

**Superintendent Bridges noted that we would have more consistent reporting as we move forward.**

**Many of the three year goals are often an IAR goal that is measured with MAP data.**

**Dr. Nolten stated that we purchased MAP because of its predictive nature on other assessments like IAR.**

**Mrs. Willard added the frequency we can give MAP allows schools to make instructional shifts in a timelier manner. Schools will certainly look at IAR data over the year but MAP data allows a look more often.**

**Thank you. Appreciated the building specific rationales. The layout is very easy to follow. Like seeing quantitative targets on SEL goals. Huge growth in these plans. Are we looking at other goals as well like science goals?**

**Dr. Nolten remarked that this would be the first year we can look at science goals.**

**Appreciate of school teams as well. The format is very clear. Being able to see the rationale is helpful. Would like to see additional benchmarks for gap closing, in the four**



**elementary schools and junior highs where we have had significant efforts to close achievement gape. If they can be specified for the BOE that would be great. Great to see that the HS plans to look at the alignment to the Comprehensive Equity plan. Understand the IAR goal. Some schools are using MAP goals as growth and benchmark. As we look at three year goals, need some consistency within the schools in order to see growth.**

Mrs. Willard stated that State accountability is IAR so goal needs to be that. We can use MAP growth because we should see increase in the IAR goals.

**Some schools have a MAP goal and not an IAR goal.**

**Does it vary based on level?**

Dr. Nolten stated that we gave license to schools. MAP growth as a three year goal made sense to understand that we are moving kids forward. Can do comparisons off the report card as well.

**Autonomy is important to have buy in within each school.**

**AR is what we are marching towards but can use the MAP data as it is predictive?**

Mrs. Willard stated schools would look every year at IAR. Will be using IAR and MAP in tandem. Goals were allowed to be written flexibly.

**Can you speak to the conversations happening between feeder schools?**

Mrs. Willard reported we do that with our Learning 4 leaders on a monthly basis. We do peer reviews with sip goals and work with mixed levels and asking questions about the goals and the instructional actions. We do it within some of our targeted groups, like HS and JH collaborating. It is also discussed in the transition years. Curricular teams also discuss these goals. These conversations are happening with admin all the way to teachers.

**Thank you. That is exciting those discussions are happening.**

**Clarify for HS. Are they looking at SAT?**

Dr. Holland responded yes, every HS in the state are looking at SAT scores. What do we want to know and what is the best way to get that information? Sometimes a grade is a better indicator. Depends on the questions we want to answer. Important to see movement and growth at a curricular level. Autonomy allows us to look at data and we are moving the needle all the time.

**You may send additional questions to Dan.**

**Discussion with Action:**

**IT Improvement Plan**

Superintendent Bridges reminded the Board that we are seeking approval for 2024-2025.

**Board Questions/Comments:**

**None.**

Charles Cush made a motion to approve the IT Improvement plan for 2024-2025 as presented seconded by Joe Kozminski. Those voting yes: Cush, McMillen, Fitzgerald, Kozminski, Gericke, and Wandke. Those voting no: None. Absent: Kelley Black. The motion carried.

**Consideration of Board of Education Expenses**

**Superintendent noted the Board of Education expenses listed in BoardDocs. He added that these are to be approved by roll call vote at an open meeting.**

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

**Old Business**

None.

**New Business**

None

**Upcoming Events**

Superintendent Bridges noted the next Board of Education meeting would be held on October 2, 2023 at 7:00pm.

**Adjournment**

Charles Cush moved seconded by Amanda McMillen to adjourn the meeting at 8:20 pm. Those voting yes: Wandke, Gericke, Fitzgerald, McMillen, Cush, and Kozminski. Those voting no: None. Absent: Kelley Black. The motion carried.

Approved: October 16, 2023

Kristine Gericke, President, Board of  
Education

Susan Patton, Secretary, Board of  
Education