
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT District Administration Building, 203 West Hillside Road, Naperville, IL 60540
January 7, 2025, AT 7:00 pm. Closed Session at 6:30 pm

Call to order

President Kristine Gericke called the meeting to order at 6:30 p.m.

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

Administrators present were:

Dan Bridges, Superintendent,

Michael Frances, Chief Financial Officer,

Dr. Mark Cohen, Deputy Superintendent/High Schools,

Dr. Meredith Haugens, Assistant Superintendent for Human Resources

Also present, Joe Perkowski, attorney, Robbins Schwartz

Closed Session

Charles Cush moved, seconded by Joe Kozminski to go into Closed Session at 6:30 pm for consideration of:

- Pursuant to 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees or legal counsel, including hearing testimony on a complaint lodged against an employee or legal counsel to determine its validity.
- Pursuant to 5 ILCS 120/2 (c)(2) Collective negotiating matters between the school board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.

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

The Board of Education entered closed session at 6:31 pm.

Meeting Opening

Charles Cush made a motion, seconded by Joe Kozminski to return to Open Session at 7:05 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Fitzgerald, Kelley Black, Wandke, Cush, and Kozminski. Those voting no: None. The motion carried.

Welcome and Mission

Kristine Gericke welcomed all and read Naperville Community Unit School District 203's Mission Statement.

Roll Call

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

Student Ambassadors present: None.

Administrators present: Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Administrative Services, Mark Cohen, Deputy Superintendent/High Schools, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Leadership and School Services, Meredith Haugens, Assistant Superintendent for Human Resources, Rakeda Leaks, Executive Director for Diversity, Equity, Inclusion and Belonging, Katie Matthews, Assistant Superintendent for Elementary Education, Melissa McHenry, Assistant Superintendent for Student Services, Patrick Nolten, Assistant

Superintendent for Assessment and Accountability, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Strategy and Engagement.

Pledge of Allegiance

Led by the Board of Education

Good News:

Mill Street Elementary’s annual Kindness Campaign, “Going WILD for Kindness,” inspired over 1,400 acts of kindness and raised \$27,500 to support school programs and the Learning Commons, with highlights including a jungle-themed kindness tree and a thrilling slime-filled assembly. A huge shout-out goes to Mrs. Pena, Ms. Voogd, Ms. Lombardo, Ms. Coronel, Mr. Dahn, and Mr. Moyer for being such amazing sports while getting slimed. The Mill Street School Community extends heartfelt thanks to Home & School Co-Presidents Julianne Fox and Angela Rose Garcia for making this school year an epic success—and it’s only halfway through!

Jefferson Junior High's Lotería Dual Language Night was a huge success! Families from all backgrounds came together for an evening filled with fun, culture, and connection while playing a traditional Mexican bingo game. A heartfelt thank you to our incredible staff and families for creating such a memorable event!

What a memorable Beam Signing Day at Connections Transition Services! This milestone celebrates our growth and the unity we strive for as a community. The beam, signed by students and staff will connect our new and existing spaces—forever part of our future!

Public Comment:

None.

Action by Consent:

President Gericke reminded the Board and Community of the board agreements. She noted that it is each Board member’s responsibility to prepare for each meeting and to effectively express our concerns either to the Superintendent or the Board President in a timely manner. Board members have also agreed that avoiding surprises is paramount in displaying respect to all District Administration. The Board has tasked itself to send questions in advance of each meeting to the Superintendent to allow the provision of the best possible response for the community. It also allows for efficiency during the community’s meeting. Those same questions as well as new ones may be asked in Open Session. For transparency, please note if any questions were asked earlier. Mr. Bridges did you receive questions from Board members? Superintendent Bridges responded that he received questions from six Board members.

Mrs. Patton confirmed that emails with a link for the Board agenda were sent and delivery confirmed at 3:28pm, Friday, January 3, 2025.

1. Adoption of Personnel Report

	Effective Date	Location	Position
RESIGNATION-CERTIFIED			
Karen Cabrera	1/5/2025	Connections	School Psychologist
Angela Klintworth	12/31/2024	Scott/ Mill St.	School Social Worker
APPOINTMENT-CERTIFIED FULL-TIME			

Tanner Mateus	1/6/2025	NCHS	Science Teacher
Alysa Hyland	1/6/2025	River Woods	Kindergarten Teacher
Janet Chang	1/6/2025	River Woods	EL Teacher
REVISED CONTRACT-CERTIFIED FULL-TIME			
Terry Thompson	08/14/24-05/27/25	Scott	Music Teacher
Stacie Bauman	09/30/25 - 02/28/25	ARECC	Early Childhood Teacher
REVISED CONTRACT-CERTIFIED PART-TIME			
Amy Smith	08/12/24-05/27/25	NNHS	EL Teacher
Zach Mory	08/12/24-05/27/25	NNHS	Art & Graphics Teacher
LEAVE OF ABSENCE-CERTIFIED			
Susan Tarson	01/06/25 - 05/27/25	Scott	Music - Vocal
Erin Prout	11/03/25 - 05/22/26	Ellsworth	Second Grade
EMPLOYMENT-CLASSIFIED FULL-TIME			
Melissa DeCicco	1/6/2025	Ann Reid	Senior Secretary
Carolina Ochoa	1/7/2025	River Woods	Dual Language Assistant
Darla Lee	1/7/2025	Scott	Executive Secretary
Julia Barraza	1/8/2025	PSAC	Benefits Specialist
EMPLOYMENT-CLASSIFIED PART-TIME			
Braydon Mudra	12/17/2024	Kennedy	Computer Support Associate
LEAVE OF ABSENCE-CLASSIFIED			
Melissa Ricci	01/08/25-05/08/25	Prairie	Special Education Assistant

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

Board of Education reports:

Board members shared key takeaways from the Triple I conference.

Grateful to attend. Gets better each year and content seems to be getting more diverse.

Bought the book from the keynote whose message was on trust. Trust is the foundation of all interactions we have with people and things.

Appreciate the opportunity. We seem to be in the forefront of following best practices. Perry Hill on effective meetings. Knowing your role and staying in your lane. Attended a session on wraparound centers similar to RISE. Talked about a space at Maine Township that offers a variety of services for families.

Did they speak to measuring the impact it has had?

Said it has been very well used. Has been open a couple of years and they have been adding services.

Went to audit sessions, capital projects. What is the expected role of board members in these processes? Attended the state attorney's office on OMA and FOIA. Great opportunity to meet with board members from other districts and educational professionals from other districts. *Always a privilege to attend this conference. Lessons I learned on a Visit to Marjorie Stoneman-Douglas learned a lot. Difficult to listen to but interesting to hear the takeaways. Talked about matching grants. An extension of SRO training. Exciting to see we are in the process of these best practices like Alissa's Law.*

Appreciate the opportunity to learn. Lead like Lasso. Dr, Kendra Asbury, drew parallels with the leadership lessons from the show. Also incorporated Brene' Brown's work in Dare to Lead. *I printed all the presentations.*

Superintendent Bridges noted that to stay in compliance with OMA, please send presentations to Susan.

Appreciate attending and learning with my colleagues. Attended a session on mental health. Instead of just suspension, the student could attend lessons on the substance abuse with a caregiver. If they did that, the suspension would be changed to education in an alternate setting.

How do we go from here? What is the process of applying some of these good ideas? Will bring to Administration.

Superintendent Bridges noted that the Board will set goals for the District for the next year.

Is this part of your evaluation?

Superintendent Bridges stated this is not about my evaluation. Would be discussed in an Open Meeting.

Mickey Smith-heard him at COSSBA. Was nice to hear his presentation a second time. Theme is to keep on going. Reiterates the importance of keeping going. Those who push us are sometimes the ones in our corner. Also, at the delegate assembly. Voted according to the Board's wishes. Looking forward to next year. Appreciative to attend.

President's Report

Her report on Triple I was her report.

Superintendent Bridges

Welcome back. Looking ahead, FOCUS 203 will be held on January 14 at KJHS and Friday, January 17 at Goodwin Hall at Benedictine. Deeper dive into our work on Innovative School Experience. Focus on ways we can better support students and staff. Will share more at the January 21 Board of Education meeting with a recommendation on February 3, 2025.

Discussion without Action:

None.

Discussion with Action

President Gericke shared the parameters with all Board members.

Resolution in Support of Vision 2030

Superintendent Bridges noted that at the December 16, 2024 Board of Education meeting a recommendation was made to support this Resolution.

Superintendent Bridges and Vice President Fitzgerald were asked to participate. Recommend approval as presented.

President Gericke thanked them for representing the District in this important work.

Board Questions/Comments

We are lucky to be in a state where we are taking the time to look forward. Looked at current challenges and the time to look forward to continue to support students.

Curious how realistic these initiatives are to align the whole state?

Superintendent Bridges noted that these initiatives are very realistic. Mindset was to be ambitious. Will look different in all districts. Broad based.

It is exciting. Many districts using the same lens should be powerful.

Vice President Fitzgerald has been involved in the Assessment portion. The accountability area will be interesting to see what we do with this.

I remember Mrs. Fitzgerald and I advocating in Springfield for Evidence Based Funding. If they don't do that again, we should work to make that happen.

I think there are plans to repeat some of that.

The importance of us working together and then tie this back into why these conferences are so important the conferences to meet other members at different districts and talk about this and support it and promote great ideas like this.

Kristin Fitzgerald made a motion in support of the Resolution in support of Vision 2030 as presented, seconded by Donna Wandke. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, Kelley Black, and Wandke. Those voting no: None. The motion carried.

Update to Capital Improvement Plan

Superintendent Bridges noted that at the October 21, 2024 Board meeting, Administration presented a recommendation regarding our facility work and comprehensive facility assessment that was approved by the Board of Education. We come tonight because as we have begun to dive into the work of planning, we would like to ask the board to make a modification in the timeline. This is the only change we would to make.

Board Comments/Questions:

Does this not include the FACS at MJHS?

Superintendent Bridges noted that we have already done that renovation. We went ahead with FACS and PLTW in some buildings.

Excited that you saw a need at KJHS and brought it forward. Noticed we are splitting this but what about WJHS, do we need to do more there?

Superintendent Bridges noted this is about distributing the work based on cost and capacity. While we outsource a lot of the work, there will still be work we have to do.

FACS was already done at WHJS and JJHS, and MJHS, just not at KJHS?

Mrs. Boutet responded that is correct. LJHS PLTW and MJHS FACS were completed last summer.

Superintendent Bridges added that should the Board approve this, by the end of this summer we will have completed the spaces at LJHS, JJHS and MJHS.

Glad we can pivot. Can you talk about the fiscal impact on the two years?

Mrs. Boutet responded that we would be doing one less space so we could have less spending this year.

Would something else be added?

Mrs. Boutet stated that Mrs. Brown and Mr. Freundt will be looking to see if there is anything else.

I noticed there is the potential for some solar installations so I wanted to remember when we are to get that report?

Mr. Freundt noted that the report will be brought in March

Great we can pivot. Would like for us to have a Capital Plan and Calendar so that we are doing what is needed for students. No surprises.

Superintendent Bridges stated that the Comprehensive Facility Assessment will be presented in March. Decision to flip was in response to what you are asking for. Made more sense at this site to do more.

Not sure we have to wait for the ten year. We should know the whole scope. I will vote no as I have concerns.

We did have updates in October. This is not rushing anything.

Dan, can you help me remember that the process we follow now is the same process we followed when Terry Fielden was president?

Superintendent Bridges stated, for the most part.

I did not serve when he was president but he does have information on the IASB website.

Charles Cush made a motion to approve the Update to the Capital Improvement Plan as presented, seconded by Joe Kozminski. Those voting yes: Cush, Fitzgerald, Wandke, Kozminski, McMillen, and Gericke. Those voting no: Kelley Black. The motion carried.

Censure Resolution

President Gericke gave a timeline of the Board working with Board Member Kelley Black to correct her conduct. These are the rules that we must live by in order for our students to thrive. Rules are designed to make us a well-functioning board. These keep us on track to meet that objective. We have tried for more than 18 months to work with Board member Kelley Black. We take up this motion with a heavy heart and regret the need to do so.

Board Questions/Comments:

Do we want to think about time?

Does the Board wish to have any time limits?

No.

I'll support the resolution. The role of the Board of Education is critical for student achievement. If Boards don't practice positive governance, the consequences can be catastrophic for students. Illinois Law requires elected School Board members to attend training to ensure that they know how to undertake their role in a way that is most beneficial for students and that they have the ongoing tools and support to ensure that the Board of Education continues to function with the Superintendent as a governance team. In fact, multiple studies exist to document and determine how Boards either contribute to or subtract from the District's efforts to help students achieve. I am quoting from one of these studies the Iowa Lighthouse study. When I say Board/ Superintendent teams that contribute to student achievement have positive trusting relationships in order to play strong interdependent leadership roles as they collaboratively work to set the District Direction. According to this study Boards that contribute to student achievement have a deep understanding of their own governance role and a deep respect for the roles of the teachers and administrators who are charged with moving the District in the direction set by the Board/Superintendent leadership team. This respectful relationship contributes to the satisfaction and longevity of Staff another factor that positively impacts student achievement. Thus, the relationships within the Board and Superintendent team and with the Board and District administrators are of critical importance to positive student outcomes. They make the difference between the Board augmenting and improving the District's efforts on behalf of students or subtracting from it. Boards are taught by the Illinois Association of school Boards, IASB, how to set the behavioral expectations that build positive working relationships, trust and respect within their governance team. These expectations are contained in Board policies and Board agreements, documents developed for the Board with the leadership and assistance of the IASB. The Board Oath and Code of Conduct contain additional expectations. These policies are set not just because respect and trust are important but because these factors are essential for District efforts to help students succeed. We are fiducially bound to represent and do our very best for this District and thus the Board and Superintendent commit to following these agreements in our work together so that our very best efforts together help students the very most. Wisely, Illinois legislators did not expect governance to go perfectly for Boards all the time and thus Boards are taught by IASB that they must take responsibility for themselves when their own actions imperil student results. Boards do this by evaluating themselves in internal self-evaluations. The goal of positive governance is of such import to Illinois students that efforts to achieve positive governance through self-evaluation were granted an exception to the open meetings act. This encourages open discussion with all Board members and the Superintendent about how the Board can improve in governance so that student growth can be prioritized.

Knowing of the importance of self- evaluations for positive governance and student growth, this Board has prioritized an annual self-evaluation. We believe it's so important that we require it of ourselves by Board policy. In consultation with the Association of School Boards, self- evaluation gives Board members and the Superintendent an opportunity to better understand our governance duties and the impact of individual actions on the Board/Superintendent team as well as the time to work together to ensure that the governance team is marked by respect, trust and best efforts on behalf of students. This annual self- evaluation along with our efforts in governance and goal setting are some of the reasons this Board has been awarded recognition for positive governance each year that we have been eligible to be awarded since 2015. Since June of 2023 this Board has held six separate self- evaluations with the IASB to address behavior so that our Board can continue its long tradition of positive governance and so that we can continue to augment our District's efforts for students. Despite these evaluation efforts and the continued guidance we have received from the IASB, we have been unable to ensure that all Board members will respect the Board agreements, the Board policies, the expectations contained in our oath and code of conduct and our Board fiduciary duty. The Board has issued private remedial letters to ensure that all Board of Education members understand and will adhere to the Board policies, agreements, Oath and Code of Conduct and fiduciary duty. These efforts have also been unsuccessful and thus the Board will take this action today so that we can address behavior that if allowed to continue will negatively impact the achievement of our students. Our District is an outstanding District. The fact that our student achievement results are in the 99th percentile for unit Districts is exceptional and something that merits our trust in District efforts; however, as we discuss each time we discuss our student data we have student groups that need accelerated growth in order to achieve equitably with other students. Positive Board governance is essential in order for those students and all students to achieve the best growth possible. It is for our students that we take this action today.

I want to thank our board leadership, Kristin and Kristine for all of their efforts in scheduling all of our board self- evaluations and all of the efforts that they have made to help resolve some of the concerns that are addressed in the resolution. I want to thank our Superintendent as well I want to thank Joe Perkoski, our lawyer for his efforts to help with all of the items in the resolution and our IASB representatives that have been to oversee our self- evaluations. I also want to thank my colleagues Joe and Amanda and Charles for their efforts to also help resolve the issues addressed in the resolution. It is with a, I think Kristine said that it's with a sad heart that we have gotten to this point and I agree. In my years many years on the Board, over a decade have not had to get to a point where we've had a censure resolution and so it is difficult and I want to just thank the colleagues I've mentioned for their efforts and their work in regard to this. Thank you.

I have a prepared statement; however, I have made some adjustments as I've heard some people speak today. I would like my entire response to be recorded for the record and in the board minutes in its entirety on the December 16, 2024.

I received notice of the school board's allegations and intention to censure me at the December 16, 2024 meeting. I requested to receive a copy of the document that the school board president Kristine Gericke read at the December 16 2024 meeting to inform the school board members of the allegations against me. I received today January 7, 2025 at 6:26 a.m. this morning a copy of the statement President Gericke made at the December 16, 2024 meeting containing the allegations against me. I wholeheartedly disagree with the allegations and the opinions expressed; however, there is no way for me to defend myself or even share the exhibits that were used to make these decisions or even share the input of the representatives that worked with us during those self-evaluations because if I do, I will be exposing privileged information that I took a oath to preserve. Revealing the information necessary to defend myself would also place my board position in Jeopardy so I ask that we stay this vote until I'm in a position to fairly defend myself and provide all the facts pertaining to these allegations without breaching

my legal obligations as a School Board member. If I am not given the opportunity to adequately defend myself and the vote goes forward, I will view this as a personal defamation of my character. I will unfortunately be forced to seek my own legal recourse to protect my reputation and integrity that I've worked hard to develop in this community.

We are talking about a censure, not censor.

This is a very weighty and difficult matter and as Kristin said we've addressed this multiple times, six times in in Closed Session and the behaviors haven't, are still there. That we've been addressing and you know not really changing so you know it's unfortunate that we're in this position today. The evidence I've seen is quite solid and I do support this Censure resolution.

First of all, let me express my sadness and overall disappointment that the situation has come to this point. As many of my colleagues have already mentioned but I think that all would agree that no one wanted it to come to this point. I've seen the effort and energy that our leadership and all of my Board colleagues actually have expended to remedy this situation by other means. The significant hours spent in multiple Board self- evaluations conducted that were primarily geared towards resolving this issue at a personal cost of time to each member. I would encourage everyone in the community to read the document that is loaded into BoardDocs in the public section in its entirety. Do not I repeat, do not, one more time do not rely on my summary or anyone else's account of what the document says. It is there for public consumption and I would encourage everyone to read it because it does impact our community. Everything in the document happened and is not a matter of opinion but a fact. What is most disappointing to me is the number of attempts that several of my colleagues have already mentioned to avoid getting to this point that were unsuccessful because of an apparent unwillingness on the part of an individual to keep to the commitment to abide by the guidelines that we collectively agreed to in our Board agreements. We are supposed to set an example for the students who we are responsible for educating and part of that example is how to demonstrate grace which despite what anyone might say has been extended in this situation as evidenced by the number of Board self- evaluations that have been scheduled to try to resolve this matter. The other area that we're responsible to try to model is accountability which is what this document is intended to do. It's already been mentioned but a well-functioning Board is one that takes responsibility and accountability for itself and this is part of that process. It's not the easiest part but from my perspective, the community did not elect us to do what is easy, they elected us to do what is right and to represent their interest to the best of our ability. If we fail to hold ourselves and our members accountable because it is difficult or uncomfortable to do this, then we're not living up to that responsibility. I want to be clear on something though and that that is that my vote does not change my willingness to work with each and every one of my colleagues to drive the best outcomes for our students and their families. I believe that all have a perspective and something to offer, no one of us is more valuable than any one of us and we are strongest when we work collaboratively and cooperatively. So again, I find myself saddened and disappointed that we've arrived here. As has always been the case I reaffirm my commitment to work with every one of my colleagues to move the best interests of the district forward as we have all committed to do.

I want to thank also thank the Board leadership, the Superintendent, and Administration for your leadership on this difficult and it seems extenuating circumstance that we've had to face. I don't have a prepared speech but after the last Board meeting when we knew we were getting ready to do this I went through and looked at all the evidence that I have from just half a year from public statements on Facebook and within meetings that demonstrate evidence for each and every single one of the components that's in the censure. It's really frustrating and difficult because this district is something that I really care about and this job,

this volunteer job as a Board member is something that I have taken very seriously. It's hard not to take much of this personally not that it's about me not that it's about any of us, what it's really about is the students and this District that I have come to love and appreciate and I've entrusted my own children into and I want to protect it like a mother bear. Even though this is something that's incredibly uncomfortable like Charles so eloquently stated, I truly believe this is the right thing to do to be able to hold accountability and ensure that we can work as a functioning team of eight, seven Board members and the Superintendent in a respectful, mature and efficient way that helps continue to drive the Innovation and the Excellence of this District. That is also why I'm going to be approving this. Thank you.

Charles, you made a comment I would like to reiterate that the document you see listed does not provide any direct evidence or any of the exhibits demonstrating what these supposed behaviors were therefore you're getting their opinion on something that they have not revealed and I cannot reveal or defend myself so we don't know the facts in this situation. We don't know what those representatives said. We, you don't even know what I supposedly did. I would love to tell you but I am bound so this is to me a very unfair practice and I would love nothing more than to work my colleagues and if I'm guilty of anything it's just having a different perspective and different opinions than them and if I'm guilty of something else please show the evidence.

I want to be clear the evidence is Facebook posts and emails and stuff like that so it isn't is it protected by Closed session. Because it was posted in a public forum it's available as evidence because I could easily outline right here specific examples for each of those things that I detailed but I was trying to save grace for you but if you really want it outlined, I could do that right now or request that it be uploaded, the evidence be uploaded.

Joe, is it appropriate to upload the documents?

Mr. Perkoski stated he would like to not offer an opinion in open session.

I think what has been included is similar to what we want would be the practice of the District would have when there's any type of remedial action that's taken for any employee. The public data is less because it's not a matter for the public it's a matter that is taken you know in part to protect the positive relationship with the individual. So, I would say that's the practice that the district usually follows when there are remedial actions that are taken. I, you know, I would agree with Amanda that so much effort was made to try to keep a positive looking towards positive future relationships and wanting to have this be internal as it's anticipated under the open meetings act and through the process of self- evaluation.

I would say too just having a moment to gather my thoughts that that has been our practice and I think it is fair to follow what we've done you know how we've handled other situations that we also do the same when it's a situation for us.

I did have a few personal comments aside from the introduction. It does not bring me any joy to be contemplating a censure. This agenda item in no way for me is or I believe for the Board has ever been about a personal disagreement or difference of opinion on a matter before the Board, this is about the duty to the District and the students we serve. I have to honor that community's trust that they've given me and given the Board by doing my very best to prepare each child to be successful that is why we are here. The students are why we are here. Lori Grant from IASB reminded us in early November that a Board is a unified team with the Superintendent, grounded in strong collaboration and mutual trust. From our respective roles, goals, we have to be accountability driven by spending time on policies to improve student achievement. Ms. Grant also cited the Center for Public Education studies that show how strong governance correlates with improved student achievement. A Board must commit to self-monitoring. It is

one of the six foundational principles of effective governance that we are taught at the very beginning and continually throughout our time on a Board and we are continually reminded through all of our training and continuing education that we have to collectively and individually take responsibility for Board activity and behavior. Behavior counts always, accountability matters always. What message do we send to our students if we do not act professionally and ethically? Our Oath, Board agreements, and Code of Conduct are our classroom rules. Without them we would be ineffective and that does not allow us to achieve our desired student outcomes. When we don't abide by our own rules, I firmly believe we lose credibility as individuals and as a body. It's for these reasons and those in my introductory comments and those outlined in the resolution that I feel a censure is needed and appropriate.

Charles Cush made a motion to approve the Censure Resolution as presented, seconded by Donna Wandke. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, Wandke, and McMillen. Those voting no: Kelley Black. The motion carried.

Old Business

I sent 12 questions and I have not gotten the information.

Superintendent Bridges noted he has the info and will get to the Board ASAP.

New Business

None.

Upcoming Events

Superintendent Bridges noted:

FOCUS 203 on January 14 at KJHS and on January 14 at Benedictine University.

January 20 no school Martin Luther King, Jr. Day

January 21 Tues, next Board of Education meeting

Adjournment

Charles Cush motioned to adjourn the meeting at 8:22pm, seconded by Amanda McMillen.

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

Approved: January 21, 2025

Kristine Gericke, President, Board of
Education

Susan Patton, Secretary, Board of
Education