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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 District  
Administration Center, 203 West Hillside Road, Naperville, IL 60540  
June 17, 2024 AT 7:00 P.M., CLOSED SESSION 6:30 p.m.

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### **Call to order**

President Kristine Gericke called the meeting to order at 6:30 p.m. Board members present: Kristine Gericke, Kristin Fitzgerald, Charles Cush, Joe Kozminski, Amanda McMillen, Melissa Kelley Black, and Donna Wandke.

Administrators present were:  
Dan Bridges, Superintendent,  
Bob Ross, Chief Human Resources Officer,  
Michael Frances, Chief Financial Officer

### **Closed Session**

Charles Cush moved, seconded by Amanda McMillen to go into Closed Session at 6:30 p.m. 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. 05/20/2024, 06/03/2024.
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: Cush, Gericke, Fitzgerald, Kelley Black, Kozminski, McMillen and Wandke.

Those voting no: None. The motion carried.

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

### **Meeting Opening**

Amanda McMillen made a motion, Joe Kozminski seconded by to return to Open Session at 7:01pm. 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, Roger Brunelle, Chief Information Officer, Allison Boutet, Assistant Superintendent for Administrative Services, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Elementary Education, Chala Holland, Assistant Superintendent for Administrative Services, Lisa Xagas, Assistant Superintendent for Student Services, 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 the Board of Education.**

## **Public Hearing: eLearning Renewal Plan:**

### **Administrator's Comments**

**Superintendent Bridges noted that we are required by law to seek renewal of the eLearning Plan and to hold a Public Hearing.**

- We will update the BOE on the specifics of eLearning outlined by the Illinois state board of education, on our process for approval, share feedback from our community and revised actions, and seek your approval for the continued use of e-Learning days in lieu of emergency days.
- The administration develops, implements, and monitors e-Learning in District 203 according to ISBE requirements.
- The Board of Education votes on the use of e-Learning days.
- The Regional Office of Education approves our e-Learning plan.
- This collaborative effort ensures that our plan meets all necessary standards and requirements.
- The plan must ensure and verify at least 5 hours of instruction or school work for K-12 students participating in an e-Learning Day.
- EC will also participate in e-Learning so that the continuity of learning and services are not interrupted.
- Naperville 203 will monitor and verify each student's electronic participation.
- All students will be required to complete daily coursework and confirm attendance for each day. These directions will be communicated directly from each school site and teacher.
- There are many benefits to an e-Learning day.
- It provides a consistent end date to the school year for our students, families, and staff.
- It streamlines instructional days with fewer interruptions due to days off for snow or other weather, and in some circumstances, elections.
- Continuing to use e-Learning in this format allow us to leverage our technology and instructional strategies we have developed throughout the years.
- Asynchronous instruction is responsive to family needs and provides flexibility needed during unique circumstances.
- Our approval process includes conducting a public hearing, submitting the final plan to the Regional Office of Education, and ensuring ROE approval by September 1.
- We will provide professional learning for teachers and students in October and communicate effectively with all stakeholders.
- Our previous plan included gathering feedback and making necessary revisions based on survey input.

- We will share these results and revisions to the plan based on feedback for our next iteration of eLearning.
- We conducted a comprehensive survey in May involving parents, students, and staff.
- The feedback we received has been instrumental in identifying key challenges and areas for improvement.
- We received 2,479 responses from parents and guardians. The majority expressed satisfaction with the e-Learning experience across all grade levels, from preschool through Connections.
- They found the expectations clear, and both the materials and teachers accessible.
- Notably, 64% of parents and guardians preferred e-Learning over emergency days.
- There was interest in incorporating more synchronous interactions between teachers and students.
- With 6,460 student responses, the majority reported satisfaction with e-Learning, noting clear expectations and the ability to locate materials and assignments easily.
- However, approximately 34% of students experienced technical difficulties, highlighting an area that needs our attention.
- Despite these challenges, 75% of students favored e-Learning over emergency days, indicating strong support for the program.
- From the 1,327 staff responses, the majority felt confident in their ability to support student learning through e-Learning.
- Among the respondents, 40% reported having at least one student who faced technical difficulties, though nearly 90% of staff themselves experienced no technical issues. Importantly, 88% of staff preferred e-Learning over emergency days.
- Building and district leaders reviewed all survey data to identify challenges and provide solutions that we are confident will improve the student experience.
- To address the lack of synchronous interaction, we will now start the day with a synchronous 30-minute morning meeting for all K-12 students, and EC students will have an online school-wide literacy read-aloud or author/illustrator visit.
- To ensure consistent access to educator support, we will implement two office hours sessions, communicated in advance to students.
- In response to the need for clearer and more aligned educator expectations, we are streamlining these to allow time for Professional Learning Communities (PLCs), Individualized Education Program (IEP) meetings, and other essential tasks.
- Finally, to avoid extended periods of consecutive e-Learning days, we will make every effort to announce e-Learning days as early as possible and avoid using them consecutively when possible.
- These revisions are designed to enhance the e-Learning experience, ensuring students receive consistent, high-quality education even in emergencies.
- Teachers will have all assignments posted to Canvas by 9:00 a.m. for all students.
- All students will begin their day with a morning meeting on Zoom to greet their classmates, touch base with their teachers and understand the assignments for the day.
- We know that there may be some students who will not be available for these morning meetings so teachers will reach out via email or Canvas to touch base throughout the day.
- All educators will be available during the professional day to monitor learning, provide support to students, answer inquiries from students/parents/guardians, as well as for virtual professional collaboration with teams and building as needed.
- Student attendance will be taken and teachers will submit verification of participation in Infinite Campus.
- Tech support options will be communicated to students and staff and will also be on the District website.
- Our e-Learning plan provides flexibility to students and families that supports childcare, connectivity, and other personal situations that occur on emergency days.

## **Public Comments**

**None.**

## **Board of Education Comments**

**Thank you for this report and the survey. Can you walk me through some of the logistics? When does the morning meeting occur?**

Mrs. Willard stated that in Elementary it will be the classroom teacher. Will pair some other staff to help get students started. At the Junior High level, it will be during first period. At the High School level, it will be during Homeroom. There will also be office hour times when students can meet with other teachers.

**Participation and attendance, how does that work?**

Mrs. Willard noted that participation is based on task completion. That will not necessarily count as attendance. In Junior High and High School, they will sign in and sign out of Canvas.

**Does that last all day?**

Mrs. Willard remarked, we say to have all in at 3:00pm.

**Can there be some kind of video for parents to know exactly what students will need to complete?**

Mrs. Willard responded that we will be updating our webpage with clear instructions.

**We use these for emergency days and sometimes for election days?**

Mrs. Willard noted that in November schools will be closed so we cannot use an eLearning Day. There is a possibility for an election day in second semester. We will make a decision then if we want to use one or not.

**It looks like the survey did not address eLearning Days on Election days.**

Mrs. Willard responded that we will have to see if we want to use one.

Superintendent Bridges added that we will see how many schools are being used for polling places and how secure we can make the areas.

Dr. Nolten noted that the February election date is tentative.

Superintendent Bridges noted that April is a Municipal election day and we will make that decision closer to the time.

**The Municipal election in April is during Spring Break.**

**We should be proactive to name those days as election days.**

**Is there a copy of the survey?**

Superintendent Bridges responded that it is posted in BoardDocs.

**The results are there but not the questions.**

Superintendent Bridges restated the survey is included in BoardDocs.

**The survey was weak. I would advocate for gathering more feedback from stakeholders. Why do we not do synchronous learning for at least the elementary students?**

Mrs. Willard noted that during the pandemic, we heard loud and clear that synchronous was not the preferred ways to deliver instruction.

**What are we doing to help access?**

Mrs. Willard restated that we have a practice day in October. They are using the same device they use every day. We provide internet access for those who don't have it.

**How do we provide them with internet?**

Mr. Brunelle stated we provide them with a puck that gives them access to the internet.

**What if they cannot get to the school to get the materials?**

Mrs. Willard remarked that teachers will work with them and help them the same way we help students every day.

**Homework has to be turned in at 3:00?**

Mrs. Willard stated that attendance needs to be noted by 3:00. We still have the same grading practices as every other day. Teachers make adjustments for students who need that.

**I think the practices should be different on these eLearning Days.**

***There was mention that there would be better communication to parents on expectations.***

**I have to vote on a plan and I need all the information. Want upfront clarification.**

**Staff will do practice days, and it is another learning day and expectations have not changed. Expectations should be different. We do need a plan that is clear.**

**Thank you for that.**

**Thank you for the survey. Nice to see that most stakeholders appreciate that this is a good use of days instead of the end of the year. Helps students who have AP testing and they can stay on track. At the High School, do you know what time the morning meeting will be?**

Mrs. Willard stated, no they will determine that but it will be at the same time for both High Schools.

**This is an opportunity for extra sleep. Glad to hear that that is not determining attendance.**

Mrs. Willard noted that it will not happen before 9:00am.

**That is helpful.**

**Students will not be penalized for not having work completed by 3:00. Teachers calendars will pivot due to eLearning days especially if it is an emergency and called the night before.**

**Thank you. And for the survey. Trying to understand the differences across age groups.**

**Expressed by a parent the vast difference in what the parent is supposed to do at the elementary level. What are we doing to differentiate the experience at each level? How will we help parents gain confidence?**

Mrs. Willard noted that they might need more practice in Canvas. We will have modules for parents. Specifics will get built out if this is approved this evening.

**Is our plan to do periodic surveys?**

Mrs. Willard stated we could do that. We will need a few data points. We may not have any eLearning days this year. We will need to go thru it a few times. We will gather feedback either formally or informally.

**Any thought to look at this through an equity lens?**

Mrs. Willard responded that we absolutely did and it would not be equitable for most if we insisted on 5 hours of synchronous.

**Anything that stood out?**

Mrs. Willard stated that the five hours of synchronous learning came up as not being equitable. Other districts look at our current plan. We showed it to 84 district administrators to poke holes in it and they suggested the additional office hours to give more access to teachers.

**Appreciate the gathering of data.**

**Thank you for thinking through and tweaking the plan. Had a lot of feedback from the elementary level. Good to see the positive feedback at all levels. These renewals happen every two years?**

Mrs. Willard stated these happen every three years.

**Thank you for the survey results.**

**The cap of eLearning days is five days? If we used all of them, we would have to add any additional days to the end of the year?**

Superintendent Bridges noted that after we use five emergency days, we don't have to make them up.

**We had a low response rate. This is a small sample of parents. There are no questions about students being penalized. How do we address special needs students? It is a requirement.**

Mrs. Willard stated we have a plan and we do address every student. We don't give that information to the ROE.

**Will this be recorded in their IEP?**

Mrs. Xagas stated some do have it in their IEP's.

**Can it be in every student's IEP?**

Mrs. Xagas noted that she would never say it will be addressed in every IEP as they are all individualized.

**Putting the onus on parents to ask for additional support during eLearning days is not right.**

Mrs. Xagas remarked that we do proactively provide the supports those students need.

**We need to stay focused on the renewal plan.**

Superintendent Brides stated that he can say confidently that this plan is in compliance.

**Those that need additional accommodations they will get it and others can be addressed by the case managers.**

*We could simply put in there that there is a discussion that nothing is needed.*

#### **Close Public Hearing eLearning Plan Renewal**

Donna Wandke made a motion, seconded by Amanda McMillen to close the Public Hearing on eLearning Plan Renewal at 8:03pm. Those voting yes: McMillen, Kozminski, Fitzgerald, Cush, Gericke, and Wandke. Those voting no: Kelley Black. The motion carried.

#### **Public Hearing: 2023-2024 Amended Budget:**

##### **Administrator's Comments**

Superintendent Bridges invited CFO Michael Frances to make comments.

Mr. Frances noted that this is to amend the 2023-2024 budget. He walked through the resource allocations.

##### **Public Comments**

None.

##### **Board of Education Comments**

**The money that is being moved are unspent funds, correct?**

Mr. Frances responded that is correct, they are part of the fund balance for each fund.

**We are transferring these funds, why do we have to transfer the funds?**

Mr. Frances noted that when we adopted the budget, the Board of Education had not been presented with the Capital plan.

**This is my frustration. We are piecemealing it after the fact. Board members need to know what we are voting for. We have not had any stakeholder input.**

*This has been posted since the beginning of May.*

For Board members that might be enough time. I am to represent their voice.

*We have had three meetings prior to this where this has been on the agenda and it has been discussed.*

Why don't we have committees for capital improvement.

*We are not discussing committees right now.*

We have a plan and we've had several plans presented to us throughout the year all without stakeholder input.

*We sit in trust of the committee.*

We are spending \$50 million and not have any stakeholder input.

*Steeple Run addition was in progress and there are inflation increases. Connections was approved but we did not have all numbers in. The NCHS wall was an emergency.*

We can never anticipate an emergency expense. Each of these projects have been approved by the board. There have been many opportunities for stakeholder input. These capital projects also go to the Citizen's Finance also comments.

*These were not all emergencies. I do expect for them to be budgeted a head of time.*

Superintendent Bridges reminded the Board and the community that in the Fall the Board is presented for the five year forecast. These additions are to be spent from fund balances and not to be included in the annual budget.

**The CFA is advisory. The Board makes the decisions. The seven people at this table represent all stakeholders and we have different processes that we go thru to get feedback.**

#### **Close Public Hearing 2023-2024 Amended Budget**

Charles Cush made a motion, seconded by Kristin Fitzgerald to close the Public Hearing on the 2023-2024 Amended Budget at 8:16pm. Those voting yes: Gericke, Fitzgerald, Kozminski, Cush, Wandke, and McMillen. Those voting no: Kelley Black. The motion carried.

#### **Public Hearing: Interfund Transfers:**

##### **Administrator's Comments**

Superintendent Bridges invited CFO Michael Frances to discuss these Interfund Transfers.



Mr. Frances noted these transfers are related to the amended budget. He noted why we are having this public hearing. It is the movement of the funds for the amended budget.

#### **Public Comments**

None.

#### **Board of Education Comments**

**This is surplus from other years that we are utilizing for stakeholders?**

Mr. Frances noted we are self-funding these projects. Most districts have to go to referendum.

Superintendent Bridges added that we have to come to the Board as stated in Policy 4.20 to spend down the fund balance.

**You brought these to us when?**

Superintendent Bridges stated that NNHS requests were brought in 2022 but the Board did not do it because of inflationary concerns.

**Stakeholders may not be privy to this information.**

**If we have a surplus, did we pass the maximum for the tax levy?**

Mr. Frances responded when you say the maximum, the maximum under the property tax extension limitation law which limits us to the Consumer Price Index or 5% whichever is less.

**If we did not maximize the levy, we would have funds left over so isn't this part of what we gathered from the increased levy?**

Mr. Frances stated that since we are primarily funded by taxpayers some of these funds would be from the tax levy.

**We asked for this money and they should have a say how they are spent.**

Superintendent Bridges noted that the Board with the recommendation of Administration has abated the Debt service levy and paid it on behalf of the taxpayers, rebated taxes and at time have waived fees.

**Every time we allow the public to comment. Read policy 4.20. This policy was crafted by the board. These are to fund nonrecurring expenses as money would run out.**

***This is a surplus over many years.***

Mr. Frances responded yes over many years.

**You budget tightly and staff has been frugal and that has helped with the surplus.**

Mr. Frances stated we also build a surplus from increased investment income.

**These investments in spaces are important.**

***This is the interfund transfer. The reason is no different that the public hearing for the amended budget.***

Mr. Frances commented that these are outlined in the amended budget.

**We pivoted off this. We are transferring these funds for these capital improvements. I am not against; we have to plan for these.**

#### **Close Public Hearing Interfund Transfers**

Charles Cush made a motion, seconded by Amanda McMillen to close the Public Hearing on Interfund Transfers at 8:29pm. Those voting yes: McMillen, Fitzgerald, Gericke, Wandke, Kelley Black, Cush, and Kozminski. Those voting no: None. The motion carried.

#### **Public Hearing: 2024-2025 Budget:**

##### **Administrator's Comments**

**Superintendent Bridges commented that we are required by School Code to hold a Public Hearing. We have held Budget Workshops May 6, May 20 and June 3.**

- Included in the agenda is a copy of the final budget with more detail and a fund by fund analysis with comparisons to FY23 actuals and FY24 amended budget figures.
- Also included is the State Board of Education Budget form which will be submitted to our County Clerks' offices, the DuPage Regional Office of Education and the State Board of Education.

- The budget was reviewed with the Citizen Finance Advisors committee and the three workshops gave the Board an opportunity to ask questions for which we have posted answers.
- Through this comparison, we see an overall revenue increase of almost \$18.2 million or 5.6%.
- When breaking down the revenue by major revenue source you can see that the vast majority of the revenue change is coming from local property taxes as well as an increase in investment income and corporate personal property taxes shown here in the other local line.
- Total Revenue is projected at \$344,250.00 for the upcoming year.
- The overall total change is \$17.4 million or 5.15% increase over this year's amended budget.
- Please note the Capital Projects fund which we reestablished last year for the addition at Steeple Run. The FY25 tentative budget includes \$10 million of estimated spend down of our fund balance for the upcoming year on projects presented at the last Board meeting.
- When breaking down the expenditures by the major expenditure objects, salaries and benefits are planned to increase by 4.8% over the current budget.
- These figures incorporate all known and projected changes to staffing that have been included in this presentation as well as our employee collective bargaining agreements.
- Overall, this tentative budget shows expenses at \$356.3 million.
- Finally, as part of public act 102-0895, we are to disclose our fund balances. These are the district fund balances through April of this year.

#### **Public Comments**

None.

#### **Board of Education Comments**

**We did have money budgeted for capital projects and we do have some more budgeted this year?**

Mr. Frances stated we are transferring \$50 million but we may not spend it all within the next 12 months.

Superintendent Bridges added the law is that the budget has to be approved by September 30. We think it is a better practice to approve before the fiscal year. While Mr. Frances does an excellent job at budgeting, there are things that can come up by approving it this early.

**Projects take multiple years to complete.**

**What we have budgeted in this budget are projects that have been identified?**

Superintendent Bridges reminded the Board of the Board's approval of the five year plan. In the fall a snapshot was provided and we asked the Board to approve the one year plan, noting there could be changes in our needs in regard to the infrastructure improvements so what's within the budget was already presented and approved by the Board earlier this year.

**So those are the projects we're talking about doing the transfers with and then there are other things like maintenance type issues?**

***Maintenance budgets are separate.***

**So, we don't anticipate any other large Capital Projects?**

Superintendent Bridge stated when the Board approved the projects, we told the Board that we would come back to give an update on the fund balance and will take direction from the board.

**So, there will be no surprise big projects.**

Superintendent Bridges noted that none are surprise projects. They have all been presented and approved by the Board. These are not regular budget items.

**We don't know exactly what the surplus is.**

Superintendent Bridges noted construction projects are approved. We will have a better sense of the fund balance amount after the audit.

**So, we are voting before we know the need for capital funds projects that are coming down the line.**

Superintendent Bridges stated that after the completion of the audit and construction costs are known we will return to the Board for direction.



**As a reminder, this is for the budget. Appreciate the work that goes into the creation. The tax levy was absolutely necessary to have the funds to pay staff.**

#### **Close Public Hearing 2024-2025 Budget**

**Joe Kozminski made a motion, seconded by Charles Cush to close the Public Hearing on the 2024-2025 Budget at 8:44pm. Those voting yes: Kelley Black, McMillen, Kozminski, Wandke, Cush, Gericke, and Fitzgerald. Those voting no: None. The motion carried.**

#### **Good News**

Summer Learning is off to a great start with over 3800 students enrolled in this year's programs. Elementary students have been engaged in building on their foundational reading and math skills. JH students are taking advantage of the variety of exploratory class offerings, building critical thinking skills and exploring interests in the areas of engineering, culinary, agriscience, model UN, board games, coding, and digital art. High school students are working towards obtaining credit for their summer work. Of the 1100 students taking classes at the high school this summer, over 30% are taking their classes online which helps provide flexibility so they can manage their other summer commitments. Summer music has already completed high school Percussion Camp and is looking forward to showcasing their learning at their summer concerts the week of June 24. Students in Science Camp are building with Legos, launching rockets, and building and testing solar ovens as part of their week-long summer experiences. Science camps conclude on June 28 with a visit from the popular "Mr. Freeze."

The Teach. Learn. Glow Literacy Conference at Naperville Central on May 29 & 30, included two days of impactful learning for our educators. The purpose of the T.L.G. Literacy Conference was to bring together experts, innovators, and leaders in literacy to facilitate knowledge sharing, idea exchange, and collaborative efforts with educators. The Jeanine Nicarico Memorial Fund for Literacy hosted this event as their mission is to promote a deeper understanding of literacy and enhance literacy opportunities for all learners. Thank you for offering this opportunity for our educators.

#### **Public Comments**

None.

President Gericke gave the parameters for public Comments.

#### **Monthly Reports**

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

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

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.

**1. Bills and Claims** from WARRANT NO. 1059871 THRU WARRANT NO. 9000000077  
TOTALING \$29,347,526.51 FOR THE PERIOD OF May 21, 2024 TO June 17, 2024.

**2. Adoption of Personnel Report**

	Effective Date	Location	Position
<b>RETIREMENT-ADMINISTRATION</b>			
Stephanie Posey	6/30/2024	NNHS	Principal
<b>REASSIGNMENT-ADMINISTRATION</b>			
Taylor Bird	8/5/2024	LJHS	Assistant Principal
Kerry Niederman	7/29/2024	PSAC	Director of Student Services
Jay Wachtel	7/1/2024	NNHS	Interim Principal
<b>RESIGNATION-CERTIFIED</b>			
Reed Marshall	8/11/2024	NNHS	School Social Worker
Jessica Schaffer Jensen	8/11/2024	ARECC/ Connections	Speech Language Pathologist
<b>APPOINTMENT-CERTIFIED FULL-TIME</b>			
Megan Pawelkiewicz	8/12/2024	NCHS	PE/Drivers Ed Teacher
Meghan Winebrenner	8/12/2024	NCHS	Comm Arts Teacher
Jessica Birch	8/12/2024	JJHS	ELA Teacher
Haley Green	8/12/2024	LJHS	Science & Math Teacher
Kyle Kohn	8/12/2024	NCHS	PE & Health Teacher
Noelle Tragasz	8/12/2024	NNHS	Business Teacher
Kelly Doyle	8/12/2024	NCHS	PE & Health Teacher
Justin Brennan	8/12/2024	NCHS	Math Teacher
Jennifer O'Dowd	8/12/2024	Mill Street	2nd Grade Teacher
Kylie Wolter	8/12/2024	Scott	Learning Behavior Specialist
Erik Martinez	8/12/2024	PSAC	Dual Language Coordinator
Shannon Staley	8/12/2024	Mill Street	Kindergarten Teacher
Ashley Grosshuesch	8/12/2024	Mill Street	Learning Support Coach
Timothy LaBud	8/12/2024	NCHS	Communication Arts Teacher
Julissa Esquivel	8/12/2024	NCHS	Math Teacher
<b>APPOINTMENT-CERTIFIED PART-TIME</b>			
Allison Koukos	8/12/2024	Kingsley	Learning Behavior Specialist
<b>REVISED CONTRACT-CERTIFIED PART-TIME</b>			
Maria Harvey	8/12/2024	Elmwood and WJHS	Learning Commons Director
<b>RE-EMPLOYMENT-CERTIFIED FULL-TIME</b>			
Anthony Carlson	8/12/2024	Beebe	Learning Behavior Specialist

<b>RESIGNATION-CLASSIFIED</b>			
Kristina Poholarz	7/12/2024	Scott	Special Education Assistant
Ruta Romanova	6/27/2024	PSAC	Senior Administrative Secretary
Dylan Scott	8/9/2024	NCHS	Special Education Assistant
Natalie Sehgal	8/13/2024	ARECC	Special Education Assistant
Lara-Michele Poust	8/13/2024	NCHS	Special Education Assistant
Jeffrey Wickman	6/3/2024	KJHS	Special Education Assistant
Kelly Bell	6/5/2024	NCHS	HS Financial Secretary
<b>EMPLOYMENT-CLASSIFIED FULL-TIME</b>			
Enkeleida Bajlozi	8/15/2024	NNHS	Campus Supervisor
Martina Haluska	8/14/2024	Maplebrook	Special Education Assistant
Lori Chevalier	8/14/2024	Kingsley	Instructional Assistant
Denada Kuka	6/3/2024	NNHS	Custodian 3rd/1st
<b>EMPLOYMENT-CLASSIFIED PART-TIME</b>			
Christine Vorderer	8/15/2024	LJHS	Clerical Assistant

### **3. Board Meeting Minutes: 05/20/2024, 06/03/2024**

### **4. Closed Session Minutes: 05/20/2024, 06/03/2024**

**I want all documents referenced and discussed in Closed Door to be added to Board Docs and that minutes include more information.**

Kristin Fitzgerald made a motion to approve the Closed Minutes, 05/20/2024 and 06/03/2024 as presented seconded by Donna Wandke. Those voting yes: Fitzgerald, Wandke, Gericke, McMillen, Kozminski, and Cush. No: Kelley Black. The motion carried.

### **5. Memorandum of Understanding with NUEA**

### **6. Administrative and Non-Union Compensation**

**Did the public see the amounts-doesn't include the whole compensation package?**

Superintendent Bridges stated that what is posted is what is required by School Code.

**The document shows your salary, when you go to the business page you see more compensation.**

Superintendent Bridges stated these are approvals for salary increases. The documents are all there.

**I do not think that our stakeholders should have to go look for the total compensation.**

***The public has access to the total compensation.***

**This is my view.**

Donna Wandke made a motion to approve the Administrative and Non-Union Compensation as presented seconded by Charles Cush. Those voting yes: Wandke, McMillen, Fitzgerald, Kozminski, Gericke, and Cush. No: Kelley Black. The motion carried.

### **7. Food Service Contract**

**Contracts should be in one place so I know where to go. Should be renewed 60 days out. This contract ends this month. There needs to be ongoing discussion.**

Superintendent Bridges noted that the original contract approved by the Board in April of 2023 allows for up to 4 years of renewal.

**ISBE recommends that these forms be turned in two months ago.**

***I have had been plenty of time to review this contract.***

**Appreciate that you are speaking for the stakeholders who voted for you. I was curious about feedback on this first year of Organic Life. Is there a way to find out what the actual average cost that students are spending and how does that compare to the past?**

Mr. Frances stated we have not done an analysis. Are you asking for how much a student spends? We can look to see if we can get that information.

**Should be divided over students who actually buy their lunch.**

Kristin Fitzgerald made a motion to approve the Food Services Contract as presented seconded by Amanda McMillen. Those voting yes: Cush, McMillen, Fitzgerald, Kozminski, Gericke, sand Wandke. No: Kelley Black. The motion carried.

**8. School Meal Prices**

**9. Property/Casualty & Workers Comp Insurance**

Superintendent Bridges gave background that this an annual request for renewal of participation in this Insurance Collaborative. We last updated the Board sat the January 22 Board of Education meeting and indicated that Mr. Frances had done some research and looked into other options and that based on his research, this is our best option. We will continue to look into other opportunities and options.

**Board Member asked for our agreement with CLIC and that agreement is not included. We are mandated to use their legal experts. Asked that there be a lawyer look this over and that did not happen. Insurance company concerns is keeping losses down. We should not have to give away our rights. I want to see the numbers.**

***To say we are stifling you is a misrepresentation to the community. You are accusing the Administration that they are acting unethically.***

Donna Wandke made a motion to approve the Property/Casualty & Workers Comp Insurance as presented seconded by Joe Kozminski. Those voting yes: Wandke, Gericke, Fitzgerald, McMillen, Cush, and Kozminski. No: Kelley Black. The motion carried.

**10. Hazardous Crossing Re-certification**

Kristin Fitzgerald made a motion to approve WARRANT NO. 1059871 THRU WARRANT NO. 9000000077 TOTALING \$29,347,526.51 FOR THE PERIOD OF May 21, 2024 TO June 17, 2024.with exception of 11.04,11.06, 11.07, and 11.09 on the Consent Agenda seconded by Charles Cush. Those voting yes: McMillen, Fitzgerald, Wandke, Gericke, Cush, Kozminski, and Kelley Black. No: None. The motion carried.

**Communications**

**Written Communications**

**Freedom of Information Requests:**

Liu Freedom of Information Act Request-Student Information

Painters District Council Freedom of Information Act Request- Business Office Information

Smart Procure Freedom of Information Act Request- Business Office Information

**Superintendent Bridges**

No report.

**Academic Update tabled to July meeting.**

**President's Report**

**On June 3 the Board of Education held a Self-Evaluation. Allows that all Board members follow all policies and agreements. Board members agreed to send questions ahead so that Administration can answer questions effectively and efficiently during Board meetings. Agreed that Social Media will not be used to air concerns.**

**Board of Education Reports:**

**Board member McMillen shared that she attended her last NEF meeting Always impressed with the leadership of NEF and how they lead with data driven decisions, and the fiscal impact on students. Appreciate the focus on equity.**

**Thanked Wendy and team and all the trustees for all the hard work.**

**Board member Kelley Black attended the Board President training.**

**Board Member Assignments**

Vice President Fitzgerald noted that listed in BoardDocs are the Board member committee and adopt a school assignments.

**Discussion without Action:**  
None.

**Discussion with Action:**

#### **eLearning Renewal Plan**

**Superintendent Bridges recommended this be approved as presented.**

**Board Questions/Comments:**

None.

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

#### **Adoption of the 2023-2024 Amended Budget**

**Superintendent Bridges recommended this be approved as presented.**

**Board Questions/Comments:**

None.

Charles Cush made a motion to approve Adoption of the 2023-2024 Amended Budget as presented seconded by Amanda McMillen. Those voting yes: Gericke, Kozminski, McMillen, Wandke, Fitzgerald, and Cush. No: Kelley Black. The motion carried.

#### **Resolution to Transfer from Ed Fund to O&M to Capital Projects**

**Superintendent Bridges recommended this be approved as presented.**

**Board Questions/Comments:**

None.

Joe Kozminski made a motion to approve Resolution to Transfer from Ed Fund to O&M to Capital Projects as presented seconded by Donna Wandke. Those voting yes: Cush, Fitzgerald, McMillen, Kozminski, Wandke, and Gericke. No: Kelley Black. The motion carried.

#### **Resolution to Abate Working Cash Fund**

**Superintendent Bridges recommended this be approved as presented.**

**Board Questions/Comments:**

None.

Kristin Fitzgerald made a motion to approve Resolution to Abate Working Cash Fund as presented seconded by Donna Wandke. Those voting yes: Fitzgerald, Wandke, Kozminski, McMillen, Gericke, and Cush. No: Kelley Black. The motion carried.

#### **2024-2025 Budget Adoption**

**Superintendent Bridges recommended this be approved as presented.**

**Board Questions/Comments:**

**I want to reiterate that I appreciate the process and the posting of the questions.**

Superintendent

Bridges noted that he appreciates the process as well.

**Appreciate the answers and the details of the answers. Done an awesome job of fine tuning the budget process.**

***The work you do Mike is appreciated.***

Kristin Fitzgerald made a motion to approve Adoption of the 2024-2025 Budget as presented seconded by Donna Wandke. Those voting yes: Wandke, Gericke, Cush, McMillen, Kozminski, and Fitzgerald. No: Kelley Black. The motion carried.

### **Third Reading: Policy 7.240 Co-Curricular Code of Participation**

Superintendent Bridges reminded the Board and Community that we have discussed this policy on May 6 and June 3. Dr. Holland has worked to integrate feedback.

Dr. Holland added that she took feedback to the stakeholders who will have to enforce this policy. She heard that this is as clear as it has ever been. It allows for more collaboration with families in support of the students. Gray areas always exist because you are relying on information that is hearsay. Not ever a perfect solution but we do have investigations to help figure out these issues. Students who are in cocurricular activities are being held at a high standard. No intention to change those expectations. Some of the changes are that we have included more PRESS language. Students will always have the opportunity to share their thoughts before a consequence. Continue to reiterate the use of Policy 7.190.

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

**I realized after our last discussion, by linking 7.190, we are adding 30 potential violations to 7.240. How will those violations be handled with the penalties included in this policy? How will we handle the additional violations?**

Dr. Holland noted that the current policy also mentions 7.190. There has always been an intersection with conduct and the co-curricular code. Not a real need to list them as 7.190 is always at play. If you are not coming to school, you are not participating in extracurriculars.

#### **Why did we list the 20? Were we mandating those?**

Dr. Holland stated she has been informed that that list has changed and increased. I can't necessarily say how we got here. Legal Counsel stated that these are some suggestions that have been brought back.

#### **Are you saying that it is going to be discretionary as to whether it counts as a one penalty violation?**

Dr. Holland noted that Administration has to use discretion as to the egregiousness of the disobedience.

Superintendent Bridges added that within the policy is language around gross misconduct or conduct. My assumption would be the history of this list is to identify those things that kind of fit that category but Policy 7.190 is always in play. This will not likely result in a significant change in practice.

#### **It is clearer to be listed for students. If it is discretionary, which ones would be potentially a violation based on the decision makers at each individual school and in each individual activity?**

Superintendent Bridges responded that for a student athlete, if only the 20 are listed, they could ignore the ones not listed.

In the previous policy there was gradation and specificity. We have not gotten feedback from students and parents. People don't understand the current policy nor did they understand the previous one. Superintendent Bridges noted where there is a role for students, we should seek their feedback on how to share these changes.

#### **Concerning that we have the most changes and did not have student input.**

Dr. Holland stated we did have student feedback initially but not after the changes.

#### **The version we came up with, we did not get student feedback. Feels like we are asking students not to be social because they can't control what others do.**

#### **What is your ask?**

*This version should be put in front of students and parents again.*

#### **Are you asking that we not approve it until later?**

*Yes, or I can just vote no. These changes did not have the same process as the restorative justice addition did.*

#### **If we were to postpone, is there any consequence that would be in place?**

Superintendent Bridges noted the current policy would remain in place without changes. Concern would be that the committee wanted changes that were not made.

**I would be hypocritical if I didn't support what Board member Fitzgerald is saying because she is wanting to take this back to the stakeholders for feedback.**



*Thank you for work and additional feedback from staff. Appreciate Board member Fitzgerald's input. I am going to agree to disagree as we need change in this policy. I am going to ask that we share great notes about this conversation to Dr. Holland's predecessor. We can look at it again next year. We do need some serious change. We have allowed for discretion to allow for the changes. We likely need additional meetings on this policy with the committee with this policy.*

I am on the fence. Appreciate the streamlining. There are changes that need to be made this year. Appreciate the ask for additional meetings on this policy on implementation and how we use it. There are some issues that don't rise to the level of others. Will need to be sure there is fair implementation. Investigation piece is a good addition. A meeting at the beginning of the school year to get feedback from students/parents.

*Many times, the voice listened to the most is the coach.*

This is about the implementation of the changes in this policy. Encourage that there is something that helps people understand the changes.

*The idea of looking at it multiple times throughout the year would be helpful. Take comfort in the investigations.*

Superintendent Bridges noted that Dr. Holland will not be here to shepherd this process. We can look at the process.

Dr. Holland added that she would not advise shifting the policy midyear as it would have an impact on the consequences.

**We will need to have more touchpoints to look at the policy.**

*Like to have the specifics in the policy. Thanked Dr. Holland and wished her well.*

Having a meeting earlier in the year to look at communication and implementation would be important. Feedback could be rolled into any changes made at the end of the year.

*I am sorry we are having this conversation on Dr. Holland's last meeting. I am appreciative of the process and the changes but we need to make the process even better.*

Thank you also to Bob Ross and Roger Brunelle. Wish you the best of luck.

Charles Cush made a motion to approve Policy 7.240 Cocurricular Code of Participation as presented seconded by Amanda McMillen. Those voting yes: Wandke, Gericke, McMillen, Kozminski, and Cush. No: Fitzgerald and Kelley Black. The motion carried.

### **Consideration of Board of Education Expenses**

**Superintendent Bridges noted that School Code requires that Board of Education member expenses be approved at an open meeting by roll call vote. Recommend you approve these as presented.**

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

None.

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

### **Old Business**

None

### **New Business**

None

### **Schedule of Events**

- Closed on Thursday July 4, 2024
- Next Board of Education meeting will be held on July 15 2024 at PSAC

**Adjournment**

Joe Kozminski moved, seconded by Kristin Fitzgerald to adjourn the meeting at 10:02pm. A roll call vote was taken. Those voting yes: Fitzgerald, Kozminski, Gericke, Kelley Black, Cush, McMillen, and Wandke. Those voting no: None. The motion carried.

Approved: July 15, 2024

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Kristine Gericke, President, Board of  
Education

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Susan Patton, Secretary, Board of  
Education