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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 Building, 203 West Hillside Road, Naperville, IL 60540  
October 7, 2024, AT 7:00 pm. Closed Session at 6:15 pm

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### **Call to order**

President Kristine Gericke called the meeting to order at 6:15 p.m.

Board members present: Kristine Gericke, Charles Cush, Kristin Fitzgerald, Amanda McMillen, and Joe Kozminski.

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,

### **Closed Session**

Amanda McMillen moved, seconded by Joe Kozminski to go into Closed Session at 6:15 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.
- Pursuant to 5 ILCS 120/(c)(9) Student Disciplinary Cases.

Those voting yes: Cush, Gericke, Fitzgerald, Kozminski and McMillen. Those voting no: None.

Absent: Kelley Black and Wandke.

The Board of Education entered closed session at 6:15 pm.

### **Meeting Opening**

Charles Cush made a motion, seconded by Amanda McMillen to return to Open Session at 7:07 pm. A roll call vote was taken. Those voting yes: Cush, Fitzgerald, Kozminski, McMillen, and Gericke. Those voting no: None. Absent: Kelley Black and Wandke. 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, Joe Kozminski, and Amanda McMillen. Absent: Melissa Kelley Black 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:**

We want to take a moment to recognize our outstanding EL team at Ranch View—Grace Zheng, Mishal Bahadory, Rose Dominguez, and Heather Eide—along with our math specialist, Chris Dolinar. They did a fantastic job organizing the EL Family Information Evening on September 17th, which saw over 20 families in attendance! Thank you to everyone involved for making this event such a success!

In celebration of Hispanic Heritage Month, students at Madison Junior High are exploring and learning about the diverse cultures of Latino countries. Each classroom has begun decorating their doors to honor a specific country!

Lisa Shamrock, a French teacher at Naperville North, has been nominated for the Illinois French Teacher of the Year award by the American Association of Teachers of French! This nomination is a testament to her dedication and excellence in education. Congratulations, Lisa!

We are proud to announce that both Naperville Central & Naperville North High Schools have earned national recognition on the Advanced Placement (AP) Honor Roll, earning the distinguished Silver status. **This places both schools among the top 9% of schools across the United States and Canada**, recognized for successfully delivering AP program results while broadening access to college-level coursework for students.

### **Public Comment:**

President Gericke gave the parameters for Public Comments.

Several Staff members spoke on behalf of NESPA employees. Concerns regarding pay, recognition, and morale were expressed. The vital roles that NESPA support staff play in the day to day work with students was emphasized. Many noted that without them, schools would not be able to operate as many do work that is beyond their job descriptions. Support for NESPA staff having to plea to be paid a living wage was stated by all who spoke. Any raise these employees have received in the last contract, has been erased due to inflation. Several NESPA staff work multiple jobs to make ends meet.

President Gericke reminded the Board and Community that because questions raised during Public Comment address District Operational matters the board has designated our Superintendent as the spokesperson for the District. As our designate to respond to Public Comment, he will apprise the Board accordingly.

### **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 five Board members.

Mrs. Patton confirmed that emails with a link for the Board agenda were sent and delivery confirmed at 4:01 pm, Thursday, October 3, 2024.

**1. Adoption of Personnel Report**

|                                    | Effective Date   | Location             | Position                    |
|------------------------------------|------------------|----------------------|-----------------------------|
| RESIGNATION-CERTIFIED              |                  |                      |                             |
| Sarah Romanowski                   | 11/1/2024        | ARECC                | Occupational Therapist      |
| APPOINTMENT-CERTIFIED<br>FULL-TIME |                  |                      |                             |
| Michael Jeszke                     | 9/30/2024        | NNHS                 | Band Director               |
| Stacie Bauman                      | 09/30/24- 1/6/24 | ARECC                | Early Childhood Teacher     |
| RESIGNATION-CLASSIFIED             |                  |                      |                             |
| Jennifer Hoover                    | 9/18/2024        | NCHS                 | Campus Supervisor           |
| Amtul Quadri                       | 9/18/2024        | Mill St              | Special Education Assistant |
| Mary Beth Zekich                   | 9/19/2024        | NCHS                 | Main Office Receptionist    |
| Leslie De Lara Serna               | 10/11/2024       | Mill St              | Dual Language Assistant     |
| Stacie Bauman                      | 9/29/2024        | Ann Reid             | Special Education Assistant |
| Brian Ward                         | 10/4/2024        | Building and Grounds | District Utility            |
| EMPLOYMENT-CLASSIFIED<br>FULL-TIME |                  |                      |                             |
| Jeremy Gould                       | 9/23/2024        | NNHS                 | Special Education Assistant |
| Lauren Cummings                    | 9/30/2024        | Scott                | Special Education Assistant |
| Nguyen Chu                         | 9/30/2024        | Transportation       | Bus Driver                  |
| Armani Carter                      | 10/1/2024        | NCHS                 | Campus Supervisor           |
| Yanzehiri Cortez                   | 10/2/2024        | Mill St              | Special Education Assistant |
| Yolanda Jamnik                     | 10/2/2024        | NNHS                 | Special Education Assistant |
| Joseph Porak                       | 10/3/2024        | NNHS                 | Campus Supervisor           |
| Serena Woods                       | 10/2/2024        | NNHS                 | Main Office Receptionist    |

**2. Naperville Development Partnership Contribution**

Joe Kozminski made a motion to approve the Consent Agenda as presented, seconded by Charles Cush. Those voting yes: Fitzgerald, Kozminski, Gericke, Cush, and McMillen. Absent: Kelley Black and Wandke. The motion carried.

### **Board of Education reports:**

**Board member Kozminski reported on the Diversity Committee, great to be back on that committee. Learned about a number of fall events. Did a resource review and gap analysis on the pillars. Wanting to get the belonging results out to schools so more people know of them. Want to provide some uniform messaging. Good discussion around what the Diversity Committee can do in schools. Discussed the Community book read. Good discussion around that.**

**Board member McMillen reported on the two school visits she made. Thanked Principal O'Neill at Beebe and Principal Marker at ARECC. Got to see the great work being done to help our students.**

### **President's Report**

**President Gericke attended the first meeting of the Community Leadership Council. Appreciate the engagement opportunity. Thanked the community members who participate on that council.**

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

### **Superintendent Bridges**

#### **Enrollment Update**

**Superintendent Bridges noted that along with the Enrollment Report is the class size update. We are within the range of the expected numbers and are meeting the aspirational goals of the Class Size policy.**

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

**Thank you for this report as class size is important.**

***Appreciate the work to stay within the parameters that we have set as it is better for students.***

**In regards to the Enrollment summary- what is capacity for ARECC?**

**Superintendent Bridges stated we will get that for you.**

#### **IASB Resolutions Process Reminder**

**Superintendent Bridges gave a reminder of the process. The committee report is loaded for your review. If you need specific feedback from Administration, we will review it again on October 21 when it will be loaded without action and on November 4 or November 18 it will be for action with guidelines to give to your delegate.**

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

**None.**

**President Gericke gave parameters for the Board members.**

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

#### **Five Year Facility Improvement Plan**

**Superintendent Bridges noted that action for School year 25-26 only will be asked at the October 21 meeting.**

- **I will be providing you an update regarding the 2024-2025 Capital Improvements that were approved as a result of last year's presentation as well as details of the projects we plan to complete in 2025-2026.**
- **I will also share which capital improvement projects we are tentatively planning for in fiscal years 2027, 2028, 2029 and 2030.**

- The approved 2024-2025 O&M budget is \$32,655,360. For this fiscal year, our capital improvement plan budget was increased to \$7,000,000 and that equates to 21% of our budget.
- Capital Improvement Projects are selected using information from several sources. Formal reports such as 10 Year Safety Surveys (otherwise known as Life Safety) and comprehensive facility studies are considered. More informal reviews such as site conditions and equipment age are utilized as well. We also have traditional rotations in place for projects such as playground replacements and new learning environment priorities to keep in mind. We aim to be proactive rather than reactive in equipment replacement and site improvements whenever possible.
- Many of the projects being completed during the summer months can cross fiscal years. You'll see that in this presentation we list projects by fiscal year for planning purposes but they may overlap years, be accelerated or delayed.
- The total contractor expense for these six projects approved by the Board last Fall is \$6,200,615. Other projects such as the FACS rooms at Lincoln & Madison, the PLTW room at Lincoln, smaller life safety projects, concrete, asphalt & flooring work were also completed this summer.
- In planning for the upcoming year's projects, we prioritized essential facility improvements and life safety projects.
- The chillers at Ellsworth, Washington & Beebe are in high need for replacement. Our roofing contractor has provided us an analysis of our roofs and provided us a suggested restoration and replacement schedule. The roofing at Steeple Run is amongst the oldest in the District and the fieldhouse area at Naperville Central has historically had many issues that need a more permanent solution. Also, every year we do concrete, asphalt and flooring projects throughout the district and this dollar amount is earmarked for the projects that will be determined once this CIP is approved.
- We currently have two timelines for our life safety projects. One requires that we have the violations remedied by August 2028 and the other by May 2029. You will see as we go through this presentation that we have life safety projects slated throughout to space out the work while making sure these projects are completed in the required timeframe. The last three evaluated schools will be brought to the Board in the coming months for review and they will be added to this plan as needed.
- We have a standard playground replacement schedule and Meadow Glens is next up. The electrical and rigging replacement work at Naperville North's auditorium will need to be completed in phases to due to the scope of the work, budget availability and the need to keep that facility functional for the students during the instructional and production year.
- We are also asking for approval to utilize the Site & Construction Fund (otherwise known as Fund 60) dollars in order to continue the Board approved FACS & PLTW renovations at the junior highs. In FY26 we are hoping to complete the FACS & PLTW rooms at Jefferson & Kennedy. In FY27 we'd be wrapping up the project with PLTW at Washington & Madison.
- These next 4 years are tentative and are subject to change should priorities be realigned or an urgent matter arise. The essential facility improvements in the top group, life safety projects in the middle and previously shown projects that are in need of being completed. All of these estimates are provided by our architects and engineers and are based on the current market.
- As we further evaluate our buildings and equipment we will be able to provide more specific improvements but for now I wanted to be sure to put a place holder in for mechanical, electrical & plumbing updates.
- As we get further out into the future, there are still some unknowns. I have included another earmark for mechanical electrical and plumbing. I also included set aside funds for future life safety projects. We are awaiting the final report from the last three schools and there may be some required updates in those. Should we not need those funds, we will consider accelerating roofing work or other improvements to the sites & buildings.

- The request and information shared in this presentation is just one step in our long term planning for facility improvements. We will be bringing to you a proposal for an updated Comprehensive Facility Assessment in an agenda item later this evening. The hope is that the assessment will occur throughout the next several months and we'll be able to present results and recommendations in conjunction with this report next fall. We are also progressing along in our Climate Action Plan work for which we hope to bring to the Board this winter.

**Board Comments/Questions:**

**Thank you. Very thoughtful and comprehensive plan that stays within the budget. Love the color coding. Helps with the visualizing. Is there anything that may have to be accelerated beyond some of this?**

Mrs. Brown stated that her team is confident that we have a good plan. With life safety we are sure of the deadlines that we need to meet.

**Thank you for your efforts the last 10 months. Love seeing the 10 year look in the next report. Surprised at how many life safety projects in this budget. What is the scope and how will it compare with the 10 year plan?**

Mrs. Brown noted that Life Safety Plans should be done on a 10 year cycle. Delayed and catching up on the health life safety. These focus on code changes and updates.

**There are pictures of projects completed over the summer. They are really nice learning spaces.**

**Comprehensive Facility Assessment**

Superintendent Bridges noted that we will request Board action on October 21. This assessment was done by Wight and Co.

**Board Comments/Questions:**

**Excited to see the consideration of solar panels.**

**IT Five Year Capital Expense Plan**

Superintendent Bridges stated that action will be sought on October 21 for 2025-2026 year.

- I appreciate the opportunity to share our department's 5 year capital plan with you tonight. We are seeking approval for the 2025-2026 projects at the October 21st meeting.
- Our Infrastructure Roadmap is our review cycle for all technology used by the district. These are typically the items appearing in the Capital Plan.
- A review doesn't mean replacement. It just means we researched the technology to make sure it's the best fit for the district.
- Total IT budget for this current fiscal year is approximately 11.9M.
- This is approximately 3.3% of the total district budget.
- Capital plan projects for last year, the current year, and the following 4 future school years.
- These projections are based on the information we have today. We are also trying to budget for technology that might not exist yet.
- Breakdown of the numbers in the previous slide
- Capital budget typically sits around \$5-6 million.
- FY29 is new to this breakdown.
- We will remain closely aligned with the instructional needs for technology across the District.
- FY24 - 470,000 savings
- FY25 - about 80% spent
- FY26 - Changed from a 3 year to a 4-year student recycle plan / Pushed Wifi replacement back one year due to technology enhancements, WiFi 7
- Faster speeds: Wi-Fi 7 offers faster speeds and larger capacity and less interference than previous generations.
- Better range: Wi-Fi 7 has a signal range that's more than 60 times that of Wi-Fi 6.

- Improved latency: Wi-Fi 7 offers improved latency.
- Better management of crowded networks: Wi-Fi 7 is better equipped to manage crowded networks than previous generations
- As a reminder, we are asking for your approval on FY26 at the next Board Meeting
- The technology market is susceptible to changes in supply and demand, and we will ensure that we are abreast of these changes and reflect them in the plan as needed.
- As newly identified needs arise, they will be incorporated into this plan.

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

**Thanks for your work on this. Cybersecurity hardware-three year refresh cycle scheduled for FY28 but we don't have it in FY25.**

Mr. Andersen stated that for FY 25, we were able to spread out payments over three years and include in regular budget in FY 25. We have it in for FY28 as we may not be able to take advantage of that same plan.

**If you push out to four years as replacement, do you have a stock of devices?**

Mr. Andersen noted, yes, we have a supply.

**Refresh cycle is four years but a dollar amount in each year so are you replacing on a rolling manner?**

Mr. Andersen stated, yes, we replace roughly one quarter each year.

**What happens to the money that is not spent?**

Mr. Frances stated it will be reallocated to some other need in the district. Will be incorporated into the financial projections.

**So, you are saying there are other areas that need the funds saved? With the incorporation of AI, how do you anticipate the needs of this integration?**

Superintendent Bridges noted that for the current budget year, the Board approved the purchase of Magic AI that is being rolled out to staff now. It will be introduced into the regular budget cycle.

**It is important that the budget process is going on all year long where we see one piece at a time and then we see it all at the end of the budget process. Thank you for all three presentations.**

#### **Discussion with Action**

##### **School Improvement Plans and School Improvement Process Overview**

Superintendent Bridges stated that one duty of the Board is the approval of the SIP plans. The last meeting, the process of the development of these plans was shared. Teams have done a phenomenal job laying a road map for the schools.

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

**This is one of the most important things that we do. Appreciate the format we have created and all the data that is being reviewed and analyzed. Appreciative of the work and it is a proud moment for the Board of Education to support this work.**

***Appreciate the new format, clearly laid out and the quantitative nature. Appreciate how it was presented and the time the Principals took to show us how it is really done in the buildings.***

**This process has been a journey. Appreciate the flexibility in the template. Appreciate the flexibility for buildings to have to meet the needs of each of their students. It was very obvious that these buildings know their students and the needs they have.**

***Appreciate you inviting the principals as the insights are invaluable. Sometimes these plans seem like a crystal ball as to what you may bring next.***

Charles Cush made a motion to approve The School Improvement Plans and School Improvement Process Overview as presented, seconded by Kristin Fitzgerald. Those voting yes: McMillen, Fitzgerald, Kozminski, Gericke, and Cush. Those voting no: None. Absent: Kelley Black and Wandke. The motion carried.

**Old Business**

None.

**New Business**

None.

**Upcoming Events**

Superintendent Bridges noted:

No school for students Parent teacher conferences on Thursday, October 10 and Friday, October 11. October 23 will be our next Board of Education meeting

**Adjournment**

Charles Cush motioned to adjourn the meeting at 8:26 pm, seconded by Amanda McMillen.

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

Approved: October 21, 2024

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Kristine Gericke, President, Board of Education

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Susan Patton, Secretary, Board of Education