

March 17, 2025

The Board of Education, Community High School District 99, met in Regular session at 6:30 p.m. on Monday, March 17, 2025 at the Administrative Service Center.

Upon the Secretary's roll call, the following Board members answered present: Don Renner, President; Terry Pavesich, Vice President; and Members Kara Casten, Ken Dawson, Christopher Espinoza, Sherell Fuller and Jennie Hagstrom.

Also present were Hank Thiele, Superintendent; Gina Ziccardi, Associate Superintendent for Student Learning; Scott Wuggazer, Assistant Superintendent for Student Services; Travis McGuire, Assistant Superintendent for Learning Resources; Jeree Ethridge, Chief School Business Official; Jill Browning, Chief Communications Officer; Jeff Bergholtz, Director of Human Resources; Courtney DeMent, North High Principal; Arwen Lyp, South High Principal; Student Board Members Rehan Hashim and Jason Trejo; and Juli Gniadek, Secretary.

There were 109 visitors. A copy of the Visitor Rosters is attached.

**1. BOARD PRESIDENT STATEMENT**

President Renner read a statement. He reported the District learned this morning that a South High teacher was arrested and detained by law enforcement and charged with aggravated criminal sexual abuse of a current South High student. He stated the teacher was placed on Administrative Leave and is not permitted on school grounds. He stated the District is fully cooperating with law enforcement in this ongoing investigation. President Renner emphasized the focus is on supporting the victim and their family and ensuring the safety and well-being of all students. He encouraged anyone to come forward to the police department, school, or submit information anonymously on Safe2Help, about anything that seems dangerous or unusual. President Renner stated all reports will be taken seriously.

**2. APPROVAL OF MINUTES**

Member Pavesich moved and Member Dawson seconded the motion that the Board of Education approve the Minutes of the February 24, 2025 Business Meeting, the February 24, 2025 Closed Meeting, the March 3, 2025 Workshop Meeting and the March 3, 2025 Closed Meeting.

Upon the Secretary's roll call, Members Pavesich, Dawson, Espinoza, Fuller, Hagstrom, Casten and Renner voted AYE. The President declared the motion carried.

**3. RECEPTION OF VISITORS – PUBLIC COMMENT**

There were no public comments.

**4. 2025-2026 STAFFING AND CURRICULUM OVERVIEW**

Jeff Bergholtz recognized building and District staff for their work throughout the staffing process. He stated there will be an increase of 1.5 FTE next year. Gina Ziccardi reported, for courses with enrollment of less than 20, next year there are 16 courses recommended for cancellation, compared to

19 this year; and there are 30 courses running next year, compared to 41 this year. The Associate Principals for Curriculum and Instruction, Keith Palz, North High, and Jake Giblin, South High, reviewed enrollment trends by department in their respective buildings. Mr. Palz noted an increase of one MN section at North High and Mr. Giblin reported an increased number of freshman taking a full schedule, both of which contributed to the overall increase in FTE this year. Mr. Wuggazer provided an overview of special services staffing and noted there is no change to CSSS staffing.

Mr. Bergholtz noted renewal of some of the non-tenured teachers will result in them being granted tenure. He stated the Resolution for Honorable Dismissal of teachers affects six non-tenured teachers who are either leave of absence replacements or are part-time. Part-time teachers being released may be asked back at less FTE, according to Mr. Bergholtz.

**5. ESTABLISHMENT OF BOARD ORGANIZATIONAL MEETING – MAY 5, 2025**

Dr. Thiele stated the Board Organizational Meeting is scheduled for May 5, 2025, which allows enough time for the election results to be in.

**6. NORTH HIGH GARAGE ROOF REPLACEMENT**

Dr. McGuire stated there were eight bids for the garage roof replacement and the low bidder was TORI Construction, with a bid of \$166,468. He shared Wight has followed up with TORI Construction and he recommends the Board approve the bid. Dr. Thiele stated this is an Action Item.

**7. TEN-YEAR SAFETY SURVEY REPORTS**

Dr. McGuire reviewed the results of the Ten-Year Life Safety Survey presented at the November 4, 2024 Board meeting. He detailed the projects at North High and South High in each of the three categories of work – A: Urgent (completion in 1-2 years); B: Required completion within 5 years; and C: Recommended. He stated the Administration is asking the Board to approve the Applications and that they be submitted to ISBE by Wight.

**8. CMG STAFFING**

Dr. Thiele read a statement regarding the proposed transition of CMG staffing and services to SSC Services. He stated the proposal is not a reflection on the services provide by the CMG staff and administrators but rather a way to offer staff training opportunities and career pathways while also providing savings to the District. The proposal, according to Dr. Thiele, allows District 99 to maintain its talented and dedicated staff at their current rate of pay, with comparable benefits and the assurance they cannot be released without cause for five years.

Hank Thiele stated two weeks ago SSC and the District came to an agreement on all of District 99's requirements and now the District is gathering questions and concerns from staff. He reported SSC will be in the District to meet with the CMG staff after Spring Break; the proposal will be discussed this evening and at the next two Board meetings; a Public Hearing will be held on April 21; he will be at the Human Resources Brown Bags being held at both buildings this week; and people are welcome to email the Board or him. Dr. Thiele stated all information he receives will be shared with the Board.

Dr. McGuire reviewed the commitments SSC has made, including retaining all staff at the same rate of pay and with similar benefits, as well as the opportunity for ongoing professional development. He then reiterated that staff will be able to ask questions and share concerns with the Board at the April 7 Board Meeting, the April 21 Public Hearing, and the April 21 Board Meeting, before the Board takes Action on the proposal.

President Renner shared Dr. Thiele and he were at North High during lunch hours on Friday and the most often concerns expressed revolved around unused sick days and IMRF. Board Members Pavesich and Espinoza raised several concerns about proceeding with entering into a contract with SSC. Dr. Thiele stated the District vetted SSC carefully and the Board can choose not to move forward with SSC's offer.

President Renner read a statement. He stated one of the primary functions of the Board is to adopt a budget and maintain the finances of District 99 while ensuring students are served to the highest standard possible. He explained the Board charged Dr. Thiele, and the Administrative Team, to find ways to conserve. President Renner reported only when a solution was found that ensured the District's CMG staff were kept at their current compensation levels, and they cannot be fired without cause for the duration of the contract, was the District interested in exploring moving forward with SSC. President Renner stated the Administration and the Board highly value the CMG Team and the relationships they have with District stakeholders and that the Board has not yet made a final decision.

#### **9. DUPAGE/WEST COOK INTERGOVERNMENTAL AGREEMENT**

Dr. Thiele stated the Intergovernmental Agreement changes the governing of the DuPage/West Cook Cooperative from a Board to an Oversight Committee. He noted the 92 member districts will need to approve the change and the Board is being asked to approve the Resolution effecting the change this evening.

#### **10. ADMINISTRATIVE RESTRUCTURING AND RELATED BOARD POLICIES**

Dr. Thiele stated the policies were presented at the last Board meeting, there have been no follow up questions from the Board and they are up for approval.

#### **11. FREEDOM OF INFORMATION REQUESTS**

Dr. Thiele reported the District received and responded to Freedom of Information Act requests and they are posted on the District's website.

#### **12. PUBLIC HEARING - HONORABLE DISMISSAL OF TEACHERS**

President Renner stated the next agenda item is a public hearing on the proposed reduction in force of teachers. The hearing is held in line with Section 24-12 of the Illinois School Code, which provides for the hearing when the number of teachers to be reduced due to economic necessity is greater than 5 or 150% of the average number of teachers honorably dismissed in the preceding 3 years, whichever is more, according to President Renner. He continued, while the reductions contemplated later in this evening's agenda are not based on economic necessity, the hearing is being held with the intent of giving both the teaching staff and the public notice of layoffs and the opportunity to express their views.

President Renner stated, to be clear, the reductions in force contemplated later in this evening's agenda will not impact educational programming and are not based on economic necessity; the reductions are based on course selections for the upcoming school year.

No one addressed the Board.

Member Pavesich moved and Member Espinoza seconded the motion to close the Public Hearing.

Upon the Secretary's roll call, Members Pavesich, Espinoza, Fuller, Hagstrom, Casten, Dawson and Renner voted AYE. The President declared the motion carried.

### **13. CONSENT AGENDA**

Member Pavesich moved and Member Dawson seconded the motion for the Board of Education to approve the Consent Agenda as presented which includes: A. Personnel Report - 2025-2026 Fifth Year Full Time Renewals; 2025-2026 Fourth Year Full Time Renewals; 2025-2026 Third Year Full Time Renewals; 2025-2026 Non-Tenure Full Time Renewals; 2025-2026 Non-Tenure Part Time Renewals; Appointment-Certified; Appointment-Classified; Appointment-Administration; B. Personnel Report - Retirement-Certified; Resignation-Classified; Resignation-Certified; C. February Financial Pages; D. Approval of Board Policies 3.51, 3.52, 3.68 and 3.70, with Effective Dates Noted; E. Illinois High School Association (IHSA) Membership - July 1, 2025-June 30, 2026; and F. Acceptance of Donation - Wolfpack Basketball Program.

Upon the Secretary's roll call, Members Pavesich, Dawson, Espinoza, Fuller, Hagstrom, Casten, and Renner voted AYE. The President declared the motion carried.

Dr. Thiele thanked Wolfpack for their donation.

### **14. RESOLUTION AUTHORIZING NOTICE OF HONORABLE DISMISSAL OF NON-TENURED TEACHERS OTHER THAN FINAL-YEAR PROBATIONARY TEACHERS**

Member Espinoza moved and Member Hagstrom seconded the motion for the Board of Education to adopt the Resolution Authorizing Notice of Honorable Dismissal of Non-Tenured Teachers Other than Final Year Probationary Teachers and that the President and Secretary be authorized to sign same.

Upon the Secretary's roll call, Members Espinoza, Hagstrom, Pavesich, Casten, Dawson, Fuller and Renner voted AYE. The President declared the motion carried.

### **15. AWARD OF BID - NORTH HIGH GARAGE ROOF REPLACEMENT**

Member Hagstrom moved and Member Espinoza seconded the motion for the Board of Education to approve Wight's recommendation to award the contract for the North High Garage Roof Replacement to TORI Construction, LLC, Alsip, Illinois, for the Base Bid in the amount of \$166,468.

Upon the Secretary's roll call, Members Hagstrom, Espinoza, Fuller, Pavesich, Casten, Dawson and Renner voted AYE. The President declared the motion carried.

**16. APPROVAL OF THE APPLICATION FOR APPROVAL OF TEN-YEAR SAFETY SURVEY REPORTS**

Member Pavesich moved and Member Dawson seconded the motion for the Board of Education to approve the Application for Approval of Ten-Year Safety Survey Reports for North High School, South High School and Transition Center 99.

Upon the Secretary's roll call, Members Pavesich, Dawson, Espinoza, Fuller, Hagstrom, Casten and Renner voted AYE. The President declared the motion carried.

**17. RESOLUTION OF THE BOARD OF EDUCATION OF COMMUNITY HIGH SCHOOL DISTRICT 99 APPROVING PROPOSED AMENDMENTS TO THE DUPAGE/WEST COOK INTERGOVERNMENTAL AGREEMENT**

Member Espinoza moved and Member Hagstrom seconded the motion for the Board of Education to adopt the Resolution of the Board of Education of Community High School District 99 Approving Proposed Amendments to the DuPage/West Cook Intergovernmental Agreement.

Upon the Secretary's roll call, Members Espinoza, Hagstrom, Pavesich, Casten, Dawson, Fuller and Renner voted AYE. The President declared the motion carried.

**18. OLD BUSINESS**

President Renner asked that any Board member who is interested in attending the Parent Teacher Advisory Committee meeting to please let him know.

**19. NEW BUSINESS**

None.

**20. RECEPTION OF VISITORS – PUBLIC COMMENT**

Monica Vandermyde, Frank V. Ross, Jerry Kiluk, Donald Glass, Hannah Green, Quintin Brown and Geoffrey Tews addressed the Board advocating for CMG staff to remain employees of District 99.

Bobbie Dzado commented on reading levels dropping and advocated for teachers not giving students books with vulgar language.

There was one online comment submitted. It is attached.

**21. REPORT ON LEGISLATIVE EDUCATION NETWORK OF DUPAGE (LEND)**

Member Hagstrom reported at the last meeting there was a guest speaker from AASA and an overview of pending legislation at the State and federal level was provided.

**22. REPORT ON SCHOOL ASSOCIATION FOR SPECIAL EDUCATION IN DUPAGE COUNTY (SASED)**

Dr. Thiele reported staffing models and facilities are being reviewed.

**23. REPORT ON DISTRICT 99 EDUCATION FOUNDATION**

No report.

**24. REPORT ON ILLINOIS ASSOCIATION OF SCHOOL BOARDS (IASB)**

No report.

**25. REPORT ON DOWNERS GROVE PLAN COMMISSION**

No report.

**26. UPCOMING BOARD OF EDUCATION MEETINGS**

President Renner announced the following meeting dates:

April 7, 2025	Workshop Meeting - 6:30 p.m. – ASC
April 21, 2025	Public Hearing - 6:30 p.m. – ASC
April 21, 2025	Regular Business Meeting - 6:35 p.m. – ASC
May 1, 2025	Special Meeting with Action Item - 6:30 p.m. – ASC
May 5, 2025	Workshop Meeting 6:30 p.m. – ASC
May 5, 2025	Board Organizational Meeting - 7:00 p.m. - ASC

**27. CLOSED SESSION**

Member Pavesich moved and Member Fuller seconded the motion that the meeting be adjourned to Closed Session for the purpose of discussing collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2); and the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the District or against legal counsel for the District to determine its validity. 5 ILCS 120/2(c)(1).

Upon the Secretary's roll call, Members Pavesich, Fuller, Hagstrom, Casten, Dawson, Espinoza and Renner voted AYE. The President declared the motion carried.

President Renner stated the only Action the Board will be taking when it comes out of Closed Session is to Adjourn.

Member Dawson thanked the public for attending the meeting and stated their passion was heard and felt.

The meeting adjourned to Closed Session at 8:02 p.m.

**28. RECONVENE TO REGULAR SESSION**

The meeting was reconvened in Open Session with the following members of the Board of Education in attendance: Don Renner, President; Terry Pavesich, Vice President; and Members Kara Casten, Ken Dawson, Christopher Espinoza, Sherell Fuller and Jennie Hagstrom.

Also present were Hank Thiele, Superintendent; Gina Ziccardi, Associate Superintendent; and Juli Gniadek, Secretary.

**29. ADJOURNMENT**

There being no further business or discussion, Member Pavesich moved and Member Fuller seconded the motion that the meeting be adjourned. Upon the unanimous voice vote of the seven members in attendance, the President declared the motion carried. The meeting adjourned at 10:53 p.m.

  
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Don Renner, President

  
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Juli Gniadek, Secretary

**Public Comment Submitted via Google Form  
March 17, 2025 Board Meeting**

Jesse James Eliasson

To whom this comment may concern,  
I am a Maintenance Mechanic here at DGS, I started working for the District in July 2019. I oppose the plan to privatizing CMG, because this would destroy the blue collar community that District 99 has grown.



# Community HIGH SCHOOL District 99

## BOARD OF EDUCATION

MARCH 17, 2025

## VISITOR ROSTER

### NAME

Steve Trupachko
Paul Kraft
Kirstin Thompson
Michelle Meuser
Christy Tajak
Rebecca Snodder
Gregory McAndrews
Colleen M. Lan
Riley Love
Jerry Wilson
Katherine O'Toole
Sam Wascher
Laura Rodey
Mary Kate Monahan
Paula Fernandez
Scott P. Zeman
Alex Jones

Justin Mathovich

091615



Rachael Sutton

Tracy Salvatore

Nick Teetsov

Joshua Margolis

Kathleen Kelly

Lisa Olson

Gregg Huston

Alan Bruni

Jeff Blei

Rick Button

Ruth White

Jocelyn Paine

Valerie Harder

# Community HIGH SCHOOL District 99

## BOARD OF EDUCATION

MARCH 17, 2025

## VISITOR ROSTER

### NAME

Chris Klamm <del>Allen</del>
Sarah Schallmoser
Amy Simler
Natalie Gunn
Tim Cusi
Jesse Eliasson
<del>Pats Punt</del>
Lance Allen
Quintin Brown
Amy Murphy
Bob Calder
Stem Larsen
Nicole Hobus
Jordan Delay
Alice Dora
Danielle Conrad
Jackie Westgaard



Lina Murphy

Kirk R. [unclear]

Danielle Kiegler

Jam Rucell

Matt Quatman

Brian Fudacz

# Community

HIGH SCHOOL District 99

## BOARD OF EDUCATION

MARCH 17, 2025

### VISITOR ROSTER

#### NAME

Karen Spahr-Thomas	Maria Georgou
Christine Christensen	Katie McComrad
Brenda Seer	Sharon Mame
Monica Vardun	Dawn Nelson
Milda S	Serry Kiluk
Carol Redell	Maria Omeru
Michal Radner	Damon Ciper
Frank V. Ross	Frank Tujak
Kari Alore	Danny Novotny
Kathleen Conquest	Donald Glass
Mary Rn	Michael Boyer
Kelly Rn	RARL Collins
Juliana Conyer	Mark Bowser
Christina Braymore	Lizbeth Lopez
Angela Doss	Lauren Berg
Tina Path	Kathleen Meek
Phoebe McLean	Dylan Casey

Jracy Burton  
Dave Burton  
Scott Lange  
Chris Eposito  
Luke Schulte

Mehille Cannon  
Megan Gilbert

Meghan Klaus

Chris Klaus

Pat Fleming  
Brett Wolf

Morgan Bianchi  
Bailey Brelaw

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JESSEN SMITH

Emily Beer

Frank Pil

Chris Oles

Brennan Lazzarotto

Luca Bartolai

Courtney Linney &  
Tom ~~Letter~~