September 22, 2025

The Board of Education, Community High School District 99, met for its Monthly Business Meeting at 6:30 p.m. on Monday, September 22, 2025 at the Administrative Service Center.

Upon the Secretary's roll call, the following Board members answered present: Don Renner, President; Kara Casten, Vice President; and Members Katie Courtney, Ken Dawson, Christopher Espinoza, April Finan and Michael Riske.

Also present were Hank Thiele, Superintendent; Scott Wuggazer, Assistant Superintendent for Student Services; Travis McGuire, Assistant Superintendent for Learning Resources; Jeff Bergholtz, Assistant Superintendent for Human Resources; Jeree Ethridge, Chief School Business Official; Tammy Maksa, Director of Business Services; Courtney DeMent, North High Principal; Student Board Members Ryan Enright and Romina Papavero-Gonzalez; and Juli Gniadek, Secretary.

There were three visitors. A copy of the Visitors Roster is attached.

1. APPROVAL OF MINUTES

Member Casten moved and Member Dawson seconded the motion that the Board of Education approve the Minutes of the August 18, 2025 Monthly Business Meeting and the September 8, 2025 Workshop Meeting.

Upon the Secretary's roll call, Members Casten, Dawson, Espinoza, Finan, Riske, Courtney and Renner voted AYE. The President declared the motion carried.

2. RECEPTION OF VISITORS – PUBLIC COMMENT

There were no public comments.

3. STRATEGIC PLAN UPDATE

Dr. Thiele reviewed the main themes of the Strategic Plan, which started in 2022, and how improvement in attendance became the focus of this year's work. Dr. McGuire stated the key performance indicator of attendance is the percentage of students who attend school and the key support metric is the percentage of students who are supported to regularly attend school. He detailed ways the District is encouraging student attendance and accountability, including: involving all employee groups in the focus on student attendance; scanning into the building and all classes; and the new cell phone policy, which decreases student distractions and fosters increased student engagement and a sense of belonging. Dr. McGuire displayed sample reports that are provided to each teacher so they can readily track student absences and tardies in their classes and follow up with students and families. Dr. Thiele stated he is also sharing attendance data with the staff in his weekly message.

4. ADMINISTRATOR AND TEACHER SALARY AND BENEFITS REPORT

Dr. Thiele stated, by law, the teacher salary and benefits report must be posted on the District's website, which it has been, and he is required to inform the Board that it has been posted.

5. 2025-2026 Grant Allocations

The current year grant allocations were displayed. Dr. Thiele stated the Board approves and acknowledges receipt of the funds. He noted the federal funds are coming through and the grant amounts have been built into the budget.

6. Update on Scoreboard Advertising

Dr. McGuire explained that in February the District entered into an agreement with Scoreboard Media to solicit and procure advertising for the District's four scoreboards and that the District receives 50% of the advertising revenue Scoreboard Media secures. In September the District will receive $10,000, based on revenue received from January to June, and it is projected the District will receive $12,625 in March, based on anticipated revenues from July to December, according to Dr. McGuire. He stated all revenue received will be used to modernize learning environments.

7. Electricity and Natural Gas Contracts Update

Dr. McGuire reported the District has entered into natural gas and electricity contracts for the period June 2026 through June 2030. He stated the pricing was favorable and, based on previous consumption, over the four-year period of the contracts the District will realize an estimated savings of $47,396 in natural gas and $256,576 in electricity.

8. Fieldhouse Flooring

Dr. McGuire reported the mercury levels in the fieldhouse floors are at an acceptable level and therefore the existing floors do not need to be removed before installing the new floors. He stated the cost of the fieldhouse floor at North High is $678,280 and at South High is $666,800.00. Funding for the project will come from the remaining Working Cash Bond, with the balance included in FY27 budgeting. He noted no borrowing will be needed and the project will be done the Summer of 2026.

Dr. Thiele stated this is an Action Item.

9. Architectural and Engineering Services & Construction Management Services

Dr. McGuire asked if the Board had any questions or concerns regarding the contracts. The Board did not express any concerns.

Dr. Thiele stated the final approval of the contracts is an Action Item.

10. Life Safety Financing

Ms. Ethridge stated issuance of $4.4M in bonds will be needed to complete the required Life Safety projects. She displayed the annual cost to a homeowner of a $500,000 home for the bonds, based on repayment over 1-5 years. The Board discussed the term options. The consensus of the Board, based on a straw pole, was to structure the bonds with a two-year repayment. Dr. Thiele stated bond counsel would be directed to set up the bonds based on the consensus of the Board.

11. 2025-2026 Tentative Budget

Ms. Ethridge reported some changes were made to the budget since it was presented in July due to the District receiving additional information on replacement taxes and grants. She advised the Board that the ending Total Operating Funds of $7,602,922, as a percent of Revenues, is 6.3%, which is still above the 3% required by Board policy, and will be back up to 9% in two years. Ms. Ethridge stated the budget is balanced while still making some strategic investments in buses and new business and human resources software.

Dr. Thiele stated there would be a Public Hearing on the Budget and the Board would vote on its approval.

The cash balances as of June 30, 2025 were displayed. Ms. Ethridge stated it is a requirement to provide the public and the Board with this information.

12. 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.

13. Public Hearing on the 2025-2026 Tentative Budget

President Renner opened the Public Hearing on the 2025-2026 Tentative Budget. He announced the School District will adhere to Policy 4.10 and its Public Participation Policy, 2.230 and that members of the public will be permitted to speak for three minutes unless they request to speak longer. He stated members of the public must conduct themselves with respect and civility; there is no opportunity for cross examination and while members of the public cannot be prohibited to ask questions, neither the Board or administration are under any obligation to answer questions from the public, especially if the questions are not respectful and asked in good faith.

No one addressed the Board.

Member Casten moved and Member Espinoza seconded the motion to close the Public Hearing on the Budget.

Upon the Secretary's roll call, Members Casten, Espinoza, Finan, Riske, Courtney, Dawson and Renner voted AYE. The President declared the motion carried.

14. Consent Agenda

Member Espinoza moved and Member Dawson seconded the motion for the Board of Education to approve the Consent Agenda as presented which includes: A. Personnel Report - Appointment-Certified; Transfer of Position-Classified; Appointment-Classified; B. Personnel Report - Retirement-Certified; Retirement-Classified; Resignation-Classified; C. August Treasurer's Report and Financial Pages; D. Resolution Authorizing Reduction in Working Hours of Educational Support Personnel; E. Memorandum of Understanding with Benedictine University; F. Student Trip; G. Acceptance of Donation - EMS Fly High Foundation; H. Acceptance of Donation - John McNamara; and I. Acceptance of Donation - Garrett Leahy.

Upon the Secretary's roll call, Members Espinoza, Dawson, Finan, Riske, Casten, Courtney and Renner voted AYE. The President declared the motion carried.

President Renner thanked those who made donations to the District.

15. APPROVAL OF THE 2025-2026 BUDGET

Member Riske moved and Member Espinoza seconded the motion for the Board of Education to approve the Final Budget for the 2025-26 fiscal year, as presented in the exhibits and the official ISBE budget form, and authorize its submission to the Illinois State Board of Education.

Upon the Secretary's roll call, Members Riske, Espinoza, Finan, Casten, Courtney, Dawson and Renner voted AYE. The President declared the motion carried.

16. APPROVAL OF 2025- 2026 GRANT ALLOCATIONS

Member Courtney moved and Member Finan seconded the motion for the Board of Education to approve the 2025-2026 Grant allocations as presented.

Upon the Secretary's roll call, Members Courtney, Finan, Riske, Casten, Dawson, Espinoza and Renner voted AYE. The President declared the motion carried.

17. APPROVAL OF WIGHT & COMPANY ARCHITECTURAL AND ENGINEERING SERVICES PROPOSAL

Member Casten moved and Member Riske seconded the motion for the Board of Education to approve the proposal from Wight & Company for Architectural and Engineering Services for Life Safety Improvements, as presented, and authorizes the Administration to sign and execute all necessary documents related to this proposal.

Upon the Secretary's roll call, Members Casten, Riske, Courtney, Dawson, Espinoza, Finan and Renner voted AYE. The President declared the motion carried.

18. APPROVAL OF WIGHT & COMPANY CONSTRUCTION MANAGEMENT SERVICES PROPOSAL

Member Dawson moved and Member Espinoza seconded the motion for the Board of Education to approve the proposal from Wight & Company for Construction Management Services for Life Safety Improvements, as presented, and authorizes the Administration to sign and execute all necessary documents related to this proposal.

Upon the Secretary's roll call, Members Dawson, Espinoza, Finan, Riske, Casten, Courtney and Renner voted AYE. The President declared the motion carried.

19. APPROVAL OF KIEFER USA PROPOSAL FOR FIELDHOUSE FLOORING

Member Dawson moved and Member Espinoza seconded the motion for the Board of Education to approve the proposal from Kiefer USA, as presented, and authorizes the Administration to sign and execute all necessary documents related to this proposal.

Upon the Secretary's roll call, Members Dawson, Espinoza, Finan, Riske, Casten, Courtney and Renner voted AYE. The President declared the motion carried.

20. OLD BUSINESS

None.

21. NEW BUSINESS - FIRST READING OF POLICIES

Dr. Thiele pointed out that many of the policies from PRESS had changes that were either clerical or minor clean-up and there were a few policies that had changes recommended by the Administration. He specifically drew the Board's attention to those policies related to agency and police interviews (policies 7.150 and 8.35) and Uniform Grievance and Title IX (policies 2.260 and 2.265). He asked that Board members with questions or suggestions on the policies contact the members of the Policy Committee, President Renner and Member Espinoza, or himself.

Dr. Thiele stated the policies will return next month for final review and approval.

- 2.80, Board Member Oath and Conduct
- 2.130, Board-Superintendent Relationship
- 2.240, Board Policy Development
- 2.260, Uniform Grievance Procedure
- 2.265, Title IX Grievance Procedure
- 4.15, Identity Protection
- 4.50, Payment Procedures
- 4.55, Use of Procurement Cards
- 4.80, Accounting and Audits
- 5.10, Equal Employment Opportunity and Minority Recruitment
- 5.20, Workplace Harassment Prohibited
- 5.100, Staff Development Program
- 6.150, Home and Hospital Instruction
- 6.235, Access to Electronic Networks
- 7.10, Equal Educational Opportunities
- 7.20, Harassment of Students Prohibited
- 7.40, Nonpublic School Students, Including Parochial and Home-Schooled Students
- 7.50, School Admissions and Student Transfers To and From Non-District Schools
- 7.70, Attendance and Truancy
- 7.140, Search and Seizure
- 7.150, Agency and Police Interviews or Contact with Students
- 7.180, Prevention of and Response to Bullying, Intimidation, and Harassment
- 7.185, Teen Dating Violence Prohibited
- 7.190, Student Behavior
- 7.200, Suspension Procedures
- 7.210, Expulsion Procedures
- 7.250, Student Support Services
- 7.255, Students Who are Parents, Expectant Parents, or Victims of Domestic or Sexual Violence
- 7.270, Administering Medicines to Students
- 7.285, Anaphylaxis Prevention, Response, and Management Program
- 7.300, Extracurricular Clubs and Organizations & Athletics

- 7.315, Restrictions on Publications; High Schools
- 7.325, Student Fundraising Activities
- 8.20, Community Use of School Facilities
- 8.35, Immigration Enforcement Activities by Federal Agencies
- 8.80, Gifts to the District

22. Reception of Visitors – Public Comment

Bobby Dzado, parent of a South High student, expressed concern about books she felt were pornographic being used in the school and being housed in the school library. She also voiced concerns over students who are taking AP classes receiving textbooks and regular students not having textbooks.

Dr. Thiele responded by stating the District does not allow pornographic materials in the schools and the District does provide textbooks to students.

23. Report on Legislative Education Network of DuPage (LEND)

Member Casten reported several State legislators were at the meeting and legislation was discussed. Dr. Thiele reported the budget was also discussed.

24. Report on School Association for Special Education in DuPage County (SASED)

Dr. Thiele reported the staffing work is challenging and SASED is looking at ongoing facility usage and its long term direction in that area.

25. Report on District 99 Education Foundation

Member Courtney reported the Foundation has raised over $1M and is working on its public outreach efforts through Facebook, possibly Instagram, and a brochure.

26. Report on Illinois Association of School Boards (IASB)

Member Dawson reported the DuPage Division Meeting is October 29. He also shared District 99 was one of 42 Boards to receive 2025 School Board Governance Recognition from the IASB. Member Dawson thanked President Renner and Dr. Thiele for their leadership.

Dr. Thiele shared the Board would be recognized at the DuPage Division Meeting and congratulated the Board.

27. Upcoming Board of Education Meetings

President Renner announced the following meeting dates:

October 6, 2025	Workshop Meeting – 6:30 p.m. - ASC
October 20, 2025	Monthly Business Meeting – 6:30 p.m. – ASC

President Renner also provided the timeline for the Life Safety Bonds is as follows:

October 20, 2025: Public Hearing,

November 17, 2025: Adoption of the Bond Resolution, and

December 2025: District receives Bond proceeds.

28. CLOSED SESSION

Member Dawson moved and Member Courtney seconded the motion for 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 Dawson, Courtney, Espinoza, Finan, Riske, Casten 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.

The meeting adjourned to Closed Session at 7:53 p.m.

29. 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; Kara Casten, Vice President; and Members Katie Courtney, Ken Dawson, Christopher Espinoza, April Finan and Michael Riske.

Also present were Hank Thiele, Superintendent; Scott Wuggazer, Assistant Superintendent for Student Services; Dana Fattore-Crumley, Board Attorney; and Juli Gniadek, Secretary.

30. ADJOURNMENT

There being no further business or discussion, Member Espinoza moved and Member Dawson 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 9:35 p.m.

Don Renner, President

Juli Gniadek, Secretary

Community HIGH SCHOOL District 99

BOARD OF EDUCATION

SEPTEMBER 22, 2025

VISITOR ROSTER

NAME

Jocelyn Painter
MARIA GEORGIOU
Roberta Dyada

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