
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
October 20, 2025, AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

President Charles Cush called the meeting to order at 6:00 p.m. Board members present: Charles Cush, Kristine Gericke, Joe Kozminski, Melissa Kelley Black, Amanda McMillen, Holly Blastic, and Marc Willensky.

Administrators present were:

Dan Bridges, Superintendent,

Meredith Haugens, Assistant Superintendent for Human Resources

Mark Cohen, Deputy Superintendent/High Schools,

Others Present: Joe Perkosi, Attorney, Arlana Bedard, IASB Field Services Director.

Closed Session

Kristine Gericke moved, seconded by Joe Kozminski, to go into Closed Session at 6:00 p.m. for consideration of:

1. Pursuant to 5 ILCS 120/2(c)(16) Self-evaluation, practices and procedures or professional ethics, when meeting with a representative of a statewide association of which the public body is a member.
2. 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. 02/22/2025, 10/06/2025.
3. 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.

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

The Board of Education entered closed session at 6:01 p.m.

Meeting Opening

Joe Kozminski made a motion, seconded by Kristine Gericke to return to Open Session at 7:01 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Blastic, Kelley Black, Willensky, Cush, and Kozminski. Those voting no: None. The motion carried

Welcome and Mission

Charles Cush welcomed all and read Naperville Community Unit School District 203's Mission Statement.

Roll Call

Board members present: Charles Cush, Kristine Gericke, Melissa Kelley Black, Joe Kozminski, Amanda McMillen, Holly Blastic, and Marc Willensky.

Student Ambassadors present: Brooke Welch and Khadija Rafathullah.

Administrators present: Dan Bridges, Superintendent, Mark Cohen, Deputy Superintendent/High Schools, and Jayne Willard, Assistant Superintendent for Curriculum and Instruction.

Pledge of Allegiance:
Led by the Naper Elementary School students.

Good News

Naperville 203 is proud to announce that Kennedy Junior High School has been recognized as a recipient of the prestigious 2025 Illinois Governor's Blue-Ribbon Schools designation. This honor is a testament to the school's exemplary academic performance and commitment to educational excellence.

Kennedy Junior High School is one of only fifteen public schools in Illinois, and one of just 28 overall, to receive this inaugural statewide award. The recognition was officially launched and celebrated by Governor JB Pritzker and the Illinois State Board of Education (ISBE) in an event honoring the state's exemplary educational institutions.

Last week, we officially cut the ribbon on the new addition at Ranch View Elementary! Staff, students, families, community members, and even former staff members joined us to check out the new space! The addition includes four modern classrooms; new, dedicated support spaces for student services like social work and EL; and a fantastic new Multipurpose Room for school events! Huge thanks to everyone involved in this project! The facility is a long-term investment in our children, our staff, and the long-term success of the Ranch View neighborhood.

On Friday, we hosted our 4th Annual Career Motive-8 event at Naperville Yard.

This year, we connected twelve hundred 8th graders with over 130 local business leaders for a day of hands-on immersion.

Every student experienced interactive activities, transforming abstract career concepts into tangible skills.

A big thank you to everything who put this event together and the businesses that volunteered their time to participate.

We will share more about the event at our next Board of Education meeting.

The Fort Payne Chapter of the National Society Daughters of the Revolution (NSDAR) in Naperville rang the bell at Naper Elementary School on Constitution Day.

The group is composed of volunteers who staff committees to support its local activities and through this work support the goals and projects of the NSDAR.

Steven Drabik and Toni Ellison (with the assistance of Karen Curran) presented at the 2025 JAMF Nation User Conference in Denver Colorado.

JNUC is the world's largest Apple IT Professionals Conference and gathering. Toni and Steve presented on the State of all things Apple in District 203, management of our 8,000 Apple devices, and how we make it all work.

This marks the first time the User Support Group has been able to showcase the great things it does in District 203 to a global audience.

Lacing up those sneakers and pumping up those tires! Elementary schools across District 203 got moving for National Walk and Bike to School Day at the start of the month. It was a great day to get active, build community, and enjoy the beautiful weather on the way to class!

Security Resource Officer Kevin Merrihew represented Naperville 203 last week at the Naperville Leadership for Scouting Breakfast. Officer Merrihew works with Lincoln Junior High School. During the breakfast, he shared his scouting journey as well as the incredible impact he continues to make in our schools and community as an SRO!

Student Ambassador Reports

Khadija Rafathullah-NCHS-Senior

Khadija noted the upcoming fall main stage, *Miss Holmes*. Students are taking new PLTW classes, including Human Body Systems, where they are building mannequins. Girls Flag football were regional champions in their first season. The Math team is going to the state championship, and seniors are in the heart of college applications. Hawk TV premiered its new and improved first episode this month.

Brooke Welch-NNHS-Senior

Brooke reported that the homecoming dance had over 1,800 students and was enjoyed being held outside. The marching band placed third in their division in their last competition. The Dog Pound student section has significantly helped increase attendance at extracurricular activities. Girls' cross country won DVC. Boys' soccer is undefeated and heading to playoffs, and the football team beat the number one team in the state.

Public Comments

President Cush gave the parameters for public Comments.

None.

Monthly Reports

- Treasury Report- The Board received the August Treasury Report

Board Questions/Comments:

Why did the working cash fund decrease by \$253, 000?

Superintendent Bridges stated it was not the Working Cash Fund that had the decrease, it was the IMRF fund.

I believe it is the Working Cash fund. It just makes it hard for Board members to make informed decisions if we don't have access to timely information.

Superintendent Bridges stated again that the Working Cash fund did not decrease by that much, it was the IMRF Fund.

Why is the Tort Fund spending faster than it earns?

Superintendent Bridges responded that most of the Tort Fund expenses occur in July with the payment for district insurance.

Have legal costs gone up more since last year?

Superintendent Bridges stated we will need a little time on this. These costs typically do increase in years when we are bargaining.

Without staff here, I can't get clear answers. I take the time to be prepared for the meetings.

- Investments- The Board received the August Investment Report
- Insurance-The Board received the August Insurance Report

Board Questions/Comments:

This fund is declining sharply, and we will not be able to sustain that with the funds allocated.

What is going on and what actions have been taken to rectify that?

Superintendent Bridges noted we have talked about this in recent meetings in regard to investments. There have been some complicated medical issues, so our costs have gone up. In the future, if necessary, Mr. Frances may need to do an inner fund transfer. He would come to the Board with a recommendation for board action.

Were you able to get the prior year comparisons or claim trend data so the Board can assess sustainability?

Superintendent Bridges noted that loaded in BoardDocs are slides shared with the Insurance committee. There are slides that show the claim trend data and more information.

Can you tell me what you compared, and does it have the claim trend data?

Superintendent Bridges stated he is happy to respond to those questions if you are able to review and provide some specific questions.

It is hard to prepare for a Board meeting when the responses are received at 3:00pm. 42 slides is a lot to review before a Board meeting. Maybe next time we could narrow it down to the specific questions.

What time was the question received?

Superintendent Bridges responded that these questions were received at 12:15pm today.

President Cush recapped the arrival of questions and the response time.

Does not serve any of us to review and make decisions if we do not receive timely responses.

Why did the ISDLAF CD fund drop by \$1.3 million? Were funds liquidated to cover claims?

Superintendent Bridges noted the Board member's question to him was why was the last CD investment dropped \$1.8 million or were funds liquidated to cover claims? Yes, to cover claims.

Are we concerned that it is so early in the year that we seem to have more claims? What adjustments are we making?

Superintendent Bridges responded that the Board has already approved new rates for next year. We are currently in Open Enrollment which will take effect in January.

Will these cover the claims?

Superintendent Bridges noted that we cannot predict claims-can transfer funds if necessary.

Are we concerned about the insurance claims?

Superintendent Bridges stated we are performing better than some groups.

I want us to keep an eye on those funds.

- Budget-The Board Received the August Budget Report

Action by Consent:

Board member Kozminski thanked Mrs. Swope for her help. I appreciate the process. I have not done October before, so I learned a lot about the different expenditures in October. Michelle knows a lot of the details.

1. Bills and Claims from WARRANT NO. 1071276 THRU WARRANT NO. 1072014 AND WARRANT NO. 9000000133 TOTALING \$29,139,016.23 FOR THE PERIOD OF September 23, 2025, TO October 20, 2025.

Joe Kozminski made a motion to approve WARRANT NO. 1071276 THRU WARRANT NO. 1072014 AND WARRANT NO. 9000000133 TOTALING \$29,139,016.23 FOR THE PERIOD OF September 23, 2025, TO October 20, 2025, seconded by Amanda McMillen.

Those voting yes: Kozminski, McMillen, Willensky, Gericke, Blastic, and Cush. Those voting No: Kelley Black. The motion carried.

2. Personnel Report

	Effective Date	Location	Position
LEAVE OF ABSENCE-CERTIFIED			
Sadie Dwyer	10/21/25 - 5/22/26	LJHS	Language Arts
Kelsey Chaidez	11/3/25 - 12/19/25	Elmwood	Learning Behavior Specialist
Elizabeth Kovich	11/3/25 - 12/19/25	Elmwood	1st Grade - Dual Language
RETIREMENT-CLASSIFIED			
Maureen Sheehan	12/15/2025	NCHS	Behavior Support Paraprofessional
RESIGNATION-CLASSIFIED			
Eric Weedman	10/20/2025	Mill	Head Custodian
Brian Kappelman	9/15/2026	Transportation	Bus Driver
Crystal Mullins	10/7/2025	PSAC	Senior Accounts Payable Clerk
Abelardo Molina	11/1/2025	Central	Custodian
Karen Warren	10/27/2025	PSAC	Senior Administrative Secretary
EMPLOYMENT-CLASSIFIED FULL-TIME			
Alexander Pugh	10/1/2025	Kennedy	Custodian
Adam Sharrard	10/1/2025	Transportation	Bus Driver
James Logiurato	10/9/2025	Transportation	Bus Driver
Hanah Nickrand	10/6/2025	PSAC	Senior Administrative Secretary
LaSean Hudson	10/7/2025	Meadow Glens/Highlands	Custodian

Joe Kozminski made a motion to approve the Personnel Report, and items 7.07, 7.08, and 7.09 as presented, seconded by Amanda McMillen. Those voting yes: McMillen, Kozminski, Blastic, Cush, Gericke, Kelley Black, and Willensky. Those voting no: None. The motion carried.

3. Board Meeting Minutes: 09/22/2025, 10/06/2025

Amanda McMillen made a motion to approve the Open Session Minutes dated 09/22/2025 and 10/06/2025 as presented, seconded by Amanda McMillen. Those voting yes: Cush, Kelley Black, Blastic, Willensky, Kozminski, McMillen, and Gericke. Those voting No: None. The motion carried.

4. Closed Meeting Minutes: 09/22/2025, 10/06/2025

A Board member stated the minutes are to reflect and provide Board members with what occurred. Need to be detailed enough to understand what was said for those who might be absent or new. Not very helpful or useful. All documents to be attached so there is a record.

Joe Kozmnski made a motion to approve the Closed Session Minutes dated 09/22/2025 and 10/06/2025 as presented, seconded by Amanda McMillen. Those voting yes: Gericke, Blastic, Kozminski, Cush, Willensky, and McMillen. Those voting No: Kelley Black. The motion carried.

5. Retain/Release Closed Session Minutes as Discussed in Closed Session

6. Administrative and Non-Union Compensation

A Board member commented on the proposed a 5% increase. When we do a blanket increase, we remove any merit increase. It is important that we have a variance. It is important that we give those doing really good work an incentive. If you do a bad or good job, you receive the same increase.

It is not my understanding that it is not a blanket.

Superintendent Bridges stated that not everyone sees a 5% increase. It does vary.

How many?

Superintendent Bridges noted that there were some who had adjustments. I don't have the numbers. Those who are new this year did not receive a 5% raise.

Regarding compensation of the Superintendent, I have been asking questions since September 20. We have not received any answers to the questions I have submitted. There are 19 questions that I submitted.

I did send a response that was copied to all Board members. There are some questions that we are still gathering some responses.

I have been asking since June. It is relevant to tonight's vote.

I want to state that as a collective board, we came to a decision as to what Mr. Bridges salary would be.

It will be official after we vote. You want to read your questions. I would request that you wait until we have received all the information.

Superintendent Bridges stated the action item is only in regard to the base compensation and it not related to any of the other information related to my contract.

Thank you for your clarification. I am calling the question.

Joe Kozminski made a motion to Call the Question, seconded by Amanda McMillen.

Those voting yes: Cush, Blastic, Willensky, Kozminski, McMillen, and Gericke. Those voting No: Kelley Black. The motion carried.

Joe Kozminski made a motion to approve the Administrative and Non-Union Compensation as presented, seconded by Amanda McMillen. Those voting yes: McMillen, Blastic, Gericke, Willensky, Cush, and Kozminski. Those voting No: Kelley Black. The motion carried.

7. IGA with Naperville Park District

8. Bid: Prairie Corridor Wall Replacement

9. Disposal of Assets

Communications

Written Communications

Freedom of Information Requests:

Dietz Freedom of Information Act Request-Security Information

Kumar Rahmen Freedom of Information Act Request- Board of Education Information

Smith Freedom of Information Act Request-Human Resources Information
Smith Freedom of Information Act Request-Human Resources Information
Pryor Freedom of Information Act Request-Student Services Information
Kumar Rahmen Freedom of Information Act Request-Board of Education Information
Kumar Rahmen Freedom of Information Act Request-Human Resources Information
Academy Research Freedom of Information Act Request-Human Resources Information
CT Mills Freedom of Information Act Request-Business Office Information
Data Research Partners Freedom of Information Act Request-Human Resources Information
Gonzalez Freedom of Information Act Request- Human Resources Information
DuPage Policy Journal Freedom of Information Act Request-Student Information
Cushman Freedom of Information Act Request-Board of Education Information

Board of Education Reports:

Board member Kozminski visited Naper as an adopt a school. Amazed at the activities they do. Very engaged community. I appreciate them taking the time for the visit. Shout out to all who put together Career Motive8. Showed wide range of jobs available to 8th graders.

Board member Willensky had the opportunity to attend Prairie Home and School meeting. Nice to see plans for Winter programs. Paving the Way breakfast for Endeavor Health. MJHS-end of first trimester pep rally to recognize the athletes. Commended Julie, Mike and Maggie for being silly stringed by students. Celebrated Career Motive8. Great opportunity for students to begin exploring ideas.

Board member Kelley Black stated Career Motive8 was excellent. Thanked Jacque Clermont for her recruiting the businesses. Students were prepared. Proud of students and staff for this opportunity.

Board member McMillen went with Joe to the DuPage County elected officials' breakfast. Learned about the great work of the conservation foundation. How different areas can collaborate.

Board member Kozminski added this was about Food Security.

President's Report:

Reminded the Board that the Self Evaluation is on Thursday. With IASB representative and talk about how we operate as a Board.

Career Motive8. Conversations with vendors and how the conversations with the 8th graders. Thank you to Jacque Clermont and her team for pulling this all together as well as staff and students.

Superintendent's Report:

Two informational reports posted on the agenda.

Apologized for the memo not being loaded last week.

Enrollment Report

Falling within our aspirational range set by policy.

Will be looking at space needs. Space needs are not always because of numbers but because of types of programs.

Board Questions/Comments:

The demographer comes how often?

Superintendent Bridges noted we meet with him annually. He meets with Mr. Frances and the level superintendents.

I am impressed that the numbers are always so close.

Weakness of our district is our achievement gaps. What are the average class sizes for subgroups?

Superintendent Bridges stated that is hard to answer as there are not separate classes for low income, IEP, EL students. We don't necessarily track the specialty classes.

Why don't we don't track the classes

Superintendent Bridges remarked that they are not in individual classes so it would be hard to track as a class.

Have we thought about adjusting the staffing?

Superintendent Bridges reminded the Board that it is looked at annually.

We have not increased our Special Education staffing.

Superintendent Bridges remarked those are driven by enrollment.

Can we track those sub group classes?

Superintendent Bridges stated we follow Policy 6.32.

I am wondering about trends. Some have had increases, and some have had decreases? Any conversations about new developments.

Superintendent Bridges noted that we do try to accomplish that in a few different ways. I sit on the Board of the Naperville Development Partnership. The city has some working groups that we will be getting more engaged in. Overall, we are tight in some spaces, like Riverwoods. Next step is looking at what other facility needs we may have.

How do we capture younger families moving into Naperville?

Superintendent Bridges responded that is harder to project. Try to get birth data. We do watch trend data with real estate turnover.

How do we measure the policy and track it.

Superintendent Bridges stated that the memo that is included is created from internal documents. We use the Board guidance of keeping the sizes between 20-30. Sometimes, space.

We don't measure educational needs based on class size?

Dr. Cohen noted that once students complete the course selection process and we look at trends. We select an appropriate number of sections to stay within the policy guidance. Level Superintendents work with principals on the class sizes.

I appreciate the detail on the course class sizes. I thought we had decided as a Board that we would monitor needs, achievement and growth to know these are good numbers.

Superintendent Bridges stated that Policy 6.32 is our own policy. This report is the accountability part of the policy. In the memo you will see where the range is. Academic outcomes will be presented at the next Board meeting.

Metrics and data confirming the class sizes. Are we doing that to know if that number is working for our students.

Superintendent Bridges stated School Improvement Plans are used as well as the report on academic outcomes that will be shared at the next Board meeting. My colleagues in other districts would be envious of our class sizes.

Where is Connections on the list?

Superintendent Bridges noted that class sizes are variable based on the needs of students.

Needs at Connections are variable.

FY2026-2027 Budget Calendar

Superintendent Bridges noted the timeline available in BoardDocs.

Multilingual Report

Superintendent Bridges introduced Jayne Willard and Dr. Maribel Guerrero.

Naperville 203 continues to advance its comprehensive EC–12 Multilingual Services, grounded in the vision of creating a learning environment where multilingual learners thrive and are recognized for their potential. The mission is to educate, empower, and embrace every multilingual student by valuing their uniqueness and fostering success. Shifting to an asset-based approach, the district now identifies students as “multilingual learners,” celebrating the strength of knowing more than one language. The district currently serves more than 1,400 multilingual learners—808 in Early Childhood, 204 in elementary, 257 in junior high, and 147 in high school, reflecting the growing diversity of the community. Multilingual programming spans all grade levels, emphasizing equitable access, cultural celebration, and academic success. Early Childhood educators, all ESL-certified, integrate language development into daily instruction, while two Transitional Bilingual classrooms provide Spanish English instruction. Elementary services include co-taught and pull-out models, Transitional Bilingual programs, and a Dual Language model offered at five schools. Junior highs now provide multilingual programs in all buildings, featuring co-taught English Language Arts, W.I.N. courses focused on language skills, and teams trained in ML strategies. High schools offer leveled ESL courses fulfilling graduation requirements, co-taught content classes, and pathways leading to the Illinois Seal of Biliteracy. A strong leadership structure supports these programs, including the Director of Language Acquisition, ML and Dual Language Coordinators, department chairs, and teachers. The Board’s December 2023 approval of districtwide multilingual expansion ensures equitable access and continuity of services in all schools. Implementation is occurring in three phases through 2027, culminating in full integration across secondary schools.

To guide high school expansion, a Multilingual Learner Expansion Committee composed of administrators, educators, and specialists developed a framework centered on six focus areas: communication systems, student monitoring, newcomer protocols, curriculum alignment, program evaluation, and professional learning. Considerable progress includes expanded multilingual communication tools and AI translation training, consistent family messaging templates, and increased engagement. Data systems, including ELLevation™ aligned with the WIDA Framework, are enhancing instructional decisions and progress monitoring.

The newcomer protocol now ensures prompt communication with teachers, use of multilingual data sheets, and peer connections through a Student Ambassador Program. Curriculum alignment embeds a multilingual lens across subjects, incorporates differentiation strategies, and uses native language assessments where possible. System improvements focus on linguistically responsive MTSS, equitable access to TCD and Bridge programs, and increased extracurricular participation.

Professional learning remains a cornerstone, emphasizing recruitment, retention, and capacity building through SIOP training, co-teaching models, leadership development, and alignment with the Danielson Framework. The district continues to celebrate progress, including representation of more than 71 languages, expanded programming to all schools, increased family satisfaction, and reduced service refusals.

Looking ahead, the district will establish a Junior High ML Expansion Committee, continue SIOP professional learning with consultant Barb Marler, and embed multilingual supports within curriculum maps to strengthen Tier 1 instruction. Through these efforts, Naperville 203 reaffirms its commitment to inclusive, high-quality learning environments where every multilingual learner has the opportunity to succeed and thrive.

Board Questions/Comments:

Thank you. Great to see how much this has grown in a short period of time. What do the refusals look like in 6th and 7th grade?

Dr. Guerrero noted there is one in each grade. Most refusals are those who have previously refused. Mrs. Willard added that the teams personally call students and families and translate to be sure we do not miss anyone.

Thank you for this. Proud to have you as part of our district. Looking at all components and seeing great results. Our students who are ML tend to struggle but they continue to take state

assessments. For students who still have needs, what accommodations are offered for these assessments?

Dr. Guerrero noted for ACCESS no translation as we are measuring their English. For others, they have extended time, the use of a word-to-word dictionary, translation and sometimes in a small group. Mrs. Willard added they are required to take those assessments so we try to accommodate as best we can.

I appreciate your advocacy. Love expanding this to all schools so students can stay at their home schools. How do we support teachers to get the certifications needed to provide those services?

Dr. Guerrero stated we provided SIOP training and ELlevation training. Creating our own in-house of these applications for others to see.

Mrs. Willard added Shelly Nelson looks around to colleges in the area who offer EL certification.

So inclusive. It's impressive that people want to come here. Do you expect that kids will become so proficient that they will graduate from the program?

Dr. Guerrero we do track our students progress to proficiency, so they are completing the program in 5-6 years. We do set goals based on their growth. All teachers are looking at trends and how do we move students forward?

How do we support all of the languages spoken in the district? How do you support these students?

Dr. Guerrero stated we have shared with teachers how they can adapt AI to help support students. First, we work on translation material for access. Level 2-some in native language and some in English. No solely rely on translations. With SIOP strategies we break down and focus on standards to support students.

The way you have responded to questions. Explaining it well. Nothing to critique. How students are included in social events, dances.

Dr. Guerrero came from ML expansion committee. Created a survey. Some could be transportation, supporting families at home. HS are reaching out to find out why they are not participating in social activities.

When we had the discussion on the expansion to all schools. What do you need from us to drop the refusal numbers lower?

Dr. Guerrero noted that families were refusing because they did not understand the program and some did not want students to leave their home school. We are offering services in 8th grade but have allowed students to stay at JJHS if they want to.

I worry about students being frustrated in assessments. What can we do to help advocate for these students?

Mrs. Willard responded continue to be curious and ask why we are asking them to take these assessments. We do our best. Continue your advocacy.

I appreciate the defining of Multilingual. I appreciate the family voice and learn their values. The focus on barriers in both academics and socially.

Superintendent Bridges offered a thank you for the glossary of terms.

Thank you for all the work you are doing and the sharp drop in refusals. I appreciate the newcomer protocol. What is the plan to measure the sense of belonging?

Dr. Guerrero noted we are using Panorama to measure some of that. Moving students might have caused some discomfort. We met with families to help them with the transitions. We have met with students, and they are acclimating to their new environments. Those who are refusing, we are still monitoring them to be sure they are meeting standards. If they are not, we will explain how the program can help them.

Mrs. Willard added we continue to monitor those who have graduated.

Thank you again.

Discussion without Action:

High School Course Recommendations

Superintendent Bridges noted this is a collaborative multi step process.
Introduced Steve Jeretina and Kira Mocon.

Mrs. Willard stated that some courses we recommend for your approval and some we will recommend for retirement.

Steve and Kira explained the process and shared courses that will be added and what they will retire.

Board Questions/Comments:

Overall, like the changes. Hospitality and Culinary Arts. What happens to the Nutrition component?

Mr. Jeretina noted that they are taking what is working well and adding in hospitality. Still an area of focus.

Mrs. Willard added that like with speech, we have embedded it with all the courses.

I appreciate the thoughtfulness of the process. The course enhancements to add Dual Credit is a great advantage to the students. Blended software engineering, what are the prerequisites? Can they turn this into an internship?

Mr. Jeretina responded yes, it will allow them to have an internship. Prerequisites are available at all grade levels.

What are the standards to receive Dual Credit?

Mrs. Mocon stated sometimes they are flexible.

Mrs. Willard added that courses must follow the syllabus and guidelines of COD. We have to keep the rigor the same as COD or other four-year institutions. Some have guidelines on teacher certification. Students are finding that Dual Credit is just as valuable as AP as it is a transcript.

Thank you for the Dual Credit. Wonderful opportunity for students. Leaning toward Dual Credit is important as it transfers more easily. Allows students to feel more successful. Make students feel they have more options.

Dual Credit is great as it builds confidence. Also frees up time to take other things in college.

Superintendent Bridges stated we will look for approval at Nov 3 meeting.

NNHS Scoreboard Proposal

Superintendent Bridges noted the memo in BoardDocs.

Board Questions/Comments:

It seems we are getting this asset. Not sure if we need it, we receive no money from it and it is for 10-15 years. How many hours a month will it get used?

Dr. Cohen stated it will be used in every contest in the contest gym. From Dance team to sporting events. Will be used every day of the week.

Shouldn't we be getting more in return? We are not getting an income stream.

Dr. Cohen mentioned ongoing licensing for videoing. We have a video board at NCHS. This is an opportunity to get this equipment and they will manage all the behind the scenes work.

Superintendent Bridges added that the district does not want to be in the solicitation of advertisements. We have to upgrade for a shot clock and this is a way to pay for that requirement.

The Boosters at another school received about \$7000, they have both indoor and outdoor boards.

Dr. Cohen stated the check comes back to the school district to be used to offset some additional costs. Superintendent Bridges stated that scoreboards have been asked of the Boosters to purchase.

What is the condition of the scoreboards? What is the information on the price to upgrade the electricity? It does not seem to be financially prudent, should we give them away. We lose agency on what advertisements go on there. Maybe we highlight the stories of the district. Superintendent Bridges stated we will work on the questions. I don't want our staff to be in the business of soliciting. Our policy does limit what can be advertised.

We do have oversight on what is allowed or not allowed. What are they going to be targeting, local or McDonald's? Can we add our own stuff?

Dr. Cohen noted that the Advertising would be targeting family decision makers, car dealerships, dentists, purchased services. There are areas they will not see. When we use the video board, there will not be advertising shown. Advertising will be a dynamic banner. We can control the remainder of the screen. Like a website that has a scrolling banner.

As we will be locked in for 10 years. I want to be clear that we will not be watching 15 minute commercials.

Dr. Cohen responded that all Naperville High Schools are being targeted. It will be about \$250, 000 to install. A creative way to fund a project. An option to upgrade at no cost to the district.

I share some of the concerns shared by others. Commercializing families to be captive of a screen. How would the district refuse some advertising messages?

Dr. Cohen noted what is being written into the contract is our Board Policy. They work with school districts so they have the IHSA language in the contract.

What is the process?

Dr. Cohen stated that at NNHS there has been something similar at the scorers table. It has worked out okay.

It is good to see the actual numbers. Not a pressing need to do this now. If other districts are doing this, we can wait and watch to see what happens. I would like to see the contract before we agree to it.

Going back to the shot clock, we have to upgrade the scoreboard to do that?

Superintendent Bridges stated that or purchase the shot clock and the electric to run those.

Are there other places in the district that have advertising? Are we really moving into a new territory?

Dr. Cohen responded we have different vendors that have similar requirements like our beverage contracts.

The cost seems like it is a really good deal for the advertising. Do we have any idea how much revenue this generates?

Dr. Cohen stated he doesn't. Likely fluctuates.

Would it be possible to get an idea from the scorer's table?

Dr. Cohen noted he will look to see what he can find out.

Discussion with Action:

Censure Resolution

President Cush introduced this topic. Censuring Board member. We have been working with the IASB over the past two years. This is the second censure for a Board Member who refuses to follow Board rules.

This resolution is a step we must follow to fill our fiduciary duty to the school district.

Board Questions/Comments:

Did not find out until the agenda came out. No advance notice was given. Did not expect that this would occur. Gave a statement. Not based on verified facts or due process.

Appears to be retaliatory. Violates the due process principles. Document does not have the authority to remove a Board member. Elected officials cannot be punished for advocating for their first amendment rights. Fiduciary duty is to the taxpayers. Residents elected me to ask

questions. Requesting an independent evaluation as to whether the Board's actions are retaliatory. Will not be intimidated.

Board members each gave statements citing Board member's conduct, particularly related to social media posts during collective bargaining which violated previous censure directives and fiduciary duties.

Kristien Gericke made a motion to approve the Censure Resolution as presented, seconded by Joe Kozminski. Those voting yes: Gericke, Kozminski, McMillen, Willensky, Blastic, and Cush. Those voting Kelley Black. The motion carried.

Five Year Facility Improvement Plan

Superintendent Bridges recommended approval of 2026-2027 presented plan.

Board Questions/Comments:

We have not received the assessment of this building. Any concerns we should understand? Mrs. Brown responded that we did get a preliminary report. Nothing of concern over the next five years for PSAC.

Joe Kozminski made a motion to approve Five Year Facility Improvement Plan as presented, seconded by Kristine Gericke. Those voting yes: Kelley Black, Cush, Blastic, McMillen, Kozminski, Willensky, and Gericke. Those voting None. The motion carried.

IT 5 Year Capital Expense Plan

Superintendent Bridges recommended approval of 2026-2027 presented plan.

Board Questions/Comments:

None.

Amanda McMillen made a motion to approve the IT Five Year Capital Expense Plan as presented, seconded by Kristine Gericke. Those voting yes: Blastic, Willensky, Kelley Black, Kozminski, McMillen, Gericke, and Cush. Those voting None. The motion carried.

IASB Resolutions Delegate

DB-discussed at multiple meetings.

Name delegate, named MKB as delegate as the representative of Naperville CUSD203 and Vote

Board Questions/Comments:

This Board just censured me and read off a long list and now you are nominating me to represent at a statewide conference. There is a huge disconnect if I am that horrible you would not have nominated me.

We are censuring your behavior on social media, but you are still a member of this board and we want you to participate as a member of this board.

Censure is an educational piece. We go forward in good faith. Despite the censure, this is an example of wanting to build the relationship.

Throughout all the comments there was a hope expressed that we could move forward as our delegate and the turning of the page.

Would you prefer not to be?

I would like to be treated with respect. Has not been shared publicly. You should have to prove what you say. Approached daily by staff and community thanking me for asking those

questions. Watch the BoE meetings to see how I am always cut off. Where do we talk about outcomes. If there was anything to this, the RoE would be involved. Let's have an investigation. It would get to the truth and build unity. Stand up for your legal rights.

You got your rebuttal, but you did not answer my question.

Document is now available for the public. You mention the idea of how we have made you a delegate. You have been elected to this position and have a right to sit at this table. You should be able to represent the Board.

I would like an objective investigation of these reports.

You have the ability to call for an outside investigation for all the things you claim have been done incorrectly.

I have reported these allegations to the RoE.

According to the RoE they have no record of a formal complaint. Can you share the documentation you have received from the RoE?

Point of order.

Does the Board member want to do this position.

Superintendent Bridges stated there are two additional meetings before Triple I if a new person needs to be elected.

Joe Kozminski made a motion to approve The IASB Resolution Delegate as presented, seconded by Amanda McMillen. Those voting yes: Willensky, Gericke, Cush, McMillen, Kozminski, and Blastic. Those voting None. Abstain: Kelley Black. The motion carried.

Old Business:

None:

New Business:

Busing problems-please send a note with your rationale.

Upcoming Events:

- **Next Board of Education Meeting-Monday, November 3, 2025**
- **Joint Annual Conference November 21-23**
- **Board Self Evaluation-Thursday**

Adjournment

Amanda McMillen moved seconded by Kristine Gericke to adjourn the meeting at 10:22 p.m. A roll call vote was taken. Those voting yes: Blastic, Kelley Black, Willensky, Gericke, McMillen, Kozminski, and Cush. Those voting no: None. The motion carried.

Approved: November 17, 2025

Charles Cush, President, Board of
Education

Susan Patton, Secretary, Board of
Education