November 17, 2025

The Board of Education, Community High School District 99, met for its Monthly Business Meeting at 6:30 p.m. on Monday, November 17, 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; Gina Ziccardi, Associate Superintendent for Student Learning; 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; Kelly Zuerner, Director of Staff Experiences; Ryan Doherty, Director of Student Experiences; Courtney DeMent, North High Principal; Arwen Lyp, South High Principal; Student Board Members Ryan Enright and Romina Papavero-Gonzalez; and Juli Gniadek, Secretary.

There were six visitors. A copy of the Visitor Roster is attached.

1. SUPERINTENDENT RECOGNITION - RECOGNITION OF BOARD MEMBERS

Dr. Thiele stated Saturday, November 15 was School Board Member Day in Illinois. He thanked the seven Board Members and two Student Board Members for their service. The nine Board members received a token of appreciation from the District. Those in attendance showed their appreciation of the Board.

2. APPROVAL OF MINUTES

Member Dawson moved and Member Espinoza seconded the motion that the Board of Education approve the Minutes of the October 20, 2025 Monthly Business Meeting and the November 3, 2025 Workshop Meeting.

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

3. RECEPTION OF VISITORS – PUBLIC COMMENT

There were no public comments.

4. SCHOOL MAINTENANCE PROJECT GRANT APPLICATION

Jeree Ethridge shared ISBE has opened the FY26 School Maintenance Grant application, which is a $50,000 matching grant. She stated the District will use the funds, if received, toward the LED stadium lighting project at North High, which will reduce the amount of funds needed from the operating budget. Ms. Ethridge stated the Administration is seeking approval to move forward with the application. Dr. Thiele stated this is an Action Item.

5. BOND RESOLUTION

Ms. Ethridge stated the bond resolution is a parameters resolution which allows the District to issue bonds to fund required Life Safety projects. She stated the Resolution sets maximum parameters for the issuance which include: an amount not to exceed $4,573,336; an interest rate cap of 5%; and a two-year repayment schedule, with levies in tax years 2025 and 2026. Approval of the Resolution, according to Ms. Ethridge, gives the District the ability to secure the funds while staying in the defined parameters.

6. TENTATIVE 2025 TAX LEVY

Ms. Ethridge explained Property Tax comprises 83% of the District's operating revenues and that, under the Property Tax Extension Limitation Law, the District is limited to a 2.9% increase on existing property this year. She stated, based on an estimated 9.5% increase in existing property values and $50M in new construction, the District is capped at a 4.8% increase, plus the Debt Service levy to meet required bond payments. Ms. Ethridge stated the Final Levy will be brought to the Board at its December 15 meeting.

7. REVIEW OF ANNUAL SURVEYS

Ryan Doherty reviewed the past four surveys, the first in October 2022 and the most recent in March 2025, given to students, staff and families. He shared, based on the feedback from those surveys, changes were made to: Access and Resource; the order of periods on black days; the PD schedule; the amount of time for course team collaboration; the cell phone policy, including cell phone storage in classrooms; the list of sports being offered, with the addition of Girls' Flag Football and Boys' Bowling; and the number of areas the District will focus on each year, with the selection of only one area for the 2025-2026 school year.

Suggested topics for survey five, which will be given in March 2026, according to Mr. Doherty, include effectiveness of increased student accountability around attendance, effectiveness of the new cell phone policy, staff morale, and the recommended focus area for 2026-2027. He asked Board members to email Dr. Thiele if there were any topics they would like added to the survey. Dr. Thiele stated, once the survey is formalized, it will be shared with the Board and Leadership Team before being distributed.

8. MORALE SURVEY RESULTS

Dr. Zuerner compared the results of the Morale Survey given in October 2025 to the results from October 2023 and April 2025. She stated there are six categories of morale and the District chose to focus on ownership and input. According to Kelly Zuerner, key take-aways from the October 2025 survey, compared to the earlier surveys, include: staff feel they have more control over their professional practice and their work environment, and that their opinions are more valued by school and District leaders. Dr. Zeuner shared 53% of the respondents referenced the cell phone policy and 46% of the respondents mentioned attendance, accountability and discipline as positive changes they have noticed this year. She noted areas for growth mentioned by respondents include continuing to

listen to staff voices, realigning workload more evenly, providing targeted professional development and having more opportunities for relationship building through social events.

The Board requested data from the next survey include what percent of each employee group, and what percent of staff in each building, responded to the survey.

President Renner complimented the DGEA and the Administration on their focus as a team.

9. SCHOOL REPORT CARD

Gina Ziccardi presented School Report Card data from the 2024-2025 school year. She reported District 99's four-year graduation rate of 91.6% is higher than the DuPage County high school districts average of 89.0%; District 99's percent of 9th grade students on track is 95.8%, with DuPage County high school districts coming in at 93.7%; and District 99 had the second highest percentage of students with pre-Act/ACT ELA, Math and Science proficiency of the high school districts in DuPage County. Ms. Ziccardi noted that District 99 grade 11 students had the second highest average score on the ACT of the DuPage County high school districts.

Ms. Ziccardi stated District 99 attendance rates are similar to other DuPage County high school districts. She explained chronic absenteeism is defined by federal law as a student missing 10% or more of the school year – no matter what the reason. She noted Illinois is tracking the State allowed Mental Health Days, which could impact daily attendance, but will have no impact on chronic absenteeism. Gina Ziccardi stated chronic absenteeism is something the District is working on.

Dr. Thiele invited Board members to let him know if there is any other School Report Card data they would like to learn more about or if there is anything they would like more information on.

10. WEIGHTED CREDIT FOR DUAL CREDIT COURSES

Gina Ziccardi stated that only some dual credit courses have weighted grades, while all AP courses automatically have weighted grades. She informed the Board that dual credit courses have a college level curriculum and the District staff that teach these courses are considered adjunct professors. Ms. Ziccardi stated the Administration is recommending all dual credit courses, current and future, receive a weighted grade starting in the 2026-2027 school year. Dr. Thiele stated this is an Action Item.

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. CONSENT AGENDA

Member Casten 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 Classified; B. Personnel Report – Retirement Certified; Retirement-Classified; Resignation-Classified; C. Personnel Report - Non-Renewal-Classified; D. October Treasurer's Report and Financial Pages; E.

Student Trips; F. Acceptance of Donation - District 99 Education Foundation; and G. Acceptance of Donation - TriCity Foods.

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

Dr. Thiele thanked the District 99 Education Foundation and TriCity Foods for their donations.

13. APPROVAL TO SUBMIT THE FY26 SCHOOL MAINTENANCE PROJECT GRANT APPLICATION TO ISBE

Member Espinoza moved and Member Courtney seconded the motion for the Board of Education to approve the submission of the FY26 School Maintenance Project Grant Application to ISBE.

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

14. ADOPTION OF THE RESOLUTION PROVIDING FOR THE ISSUE OF NOT TO EXCEED $4,573,336 GENERAL OBLIGATION SCHOOL BONDS, SERIES 2025, FOR THE PURPOSE OF ALTERING AND RECONSTRUCTING SCHOOL BUILDINGS AND PURCHASING AND INSTALLING EQUIPMENT THEREIN FOR FIRE PREVENTION AND SAFETY, ENERGY CONSERVATION AND SCHOOL SECURITY PURPOSES, PROVIDING FOR THE LEVY OF A DIRECT ANNUAL TAX SUFFICIENT TO PAY THE PRINCIPAL AND INTEREST ON SAID BONDS, AND AUTHORIZING THE SALE OF SAID BONDS TO THE PURCHASER THEREOF.

President Renner announced that the next item for consideration is the issuance of not to exceed $4,573,336 general obligation bonds to be issued by the District pursuant to Section 17-2.11 of the School Code for the purpose of altering and reconstructing school buildings and purchasing and installing equipment therein for fire prevention and safety, energy conservation and school security purposes and that the Board of Education would consider the adoption of a resolution providing for the issue of said bonds and the levy of a direct annual tax sufficient to pay the principal and interest thereon. President Renner stated the Resolution sets forth the parameters for the issuance of said bonds and sale thereof by designated officials of the District. He stated these bonds will have a final maturity date of December 15, 2027, which provides for a two-year repayment schedule; the Resolution sets a maximum interest rate of 5%; and it provides for the levy of taxes necessary to repay the bonds in tax levy years 2025 and 2026. He stated adoption of this parameters resolution allows the District to move forward with issuing the bonds within these stated limits, ensuring it can secure funding needed for the identified projects in a timely and financially responsible manner.

Whereupon President Renner presented and read by title a resolution as follows: Resolution providing for the issue of not to exceed $4,573,336 General Obligation School Bonds, Series 2025, for the purpose of altering and reconstructing school buildings and purchasing and installing equipment therein for fire prevention and safety, energy conservation and school security purposes, providing for the levy of a direct annual tax sufficient to pay the principal and interest on said bonds, and authorizing the sale of said bonds to the purchaser thereof.

Member Dawson moved and Member Riske seconded the motion that said Resolution as presented and read by title be adopted. After a full discussion thereof, President Renner directed that the roll be called for a vote upon the motion to adopt said Resolution.

Upon the Secretary's roll call, Members Dawson, Riske, Casten, Courtney, Espinoza, Finan and Renner voted AYE. President Renner declared the motion carried and said Resolution adopted, approved and signed the same in open meeting and directed the Secretary to record the same in the records of the Board of Education of Community High School District Number 99, DuPage County, Illinois.

15. APPROVAL OF 2025 TENTATIVE TAX LEVY

Member Dawson moved and Member Riske seconded the motion for the Board of Education to approve the Tentative 2025 Tax Levy in the amount of $119,202,971, as presented.

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

16. APPROVAL OF AWARDING WEIGHTED GRADES FOR DUAL CREDIT COURSES

Member Espinoza moved and Member Courtney seconded the motion for the Board of Education to approve awarding weighted grades in all existing and future District 99 dual credit courses, beginning with the 2026-2027 school year.

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

17. OLD BUSINESS

None.

18. NEW BUSINESS

None.

19. RECEPTION OF VISITORS – PUBLIC COMMENT

There were no public comments.

20. REPORT ON LEGISLATIVE EDUCATION NETWORK OF DUPAGE (LEND)

Member Casten reported there is a LEND breakfast at the IASB Conference.

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

Dr. Thiele reported SASED is focused on staffing and facilities.

22. REPORT ON DISTRICT 99 EDUCATION FOUNDATION

No report.

23. REPORT ON ILLINOIS ASSOCIATION OF SCHOOL BOARDS (IASB)

President Renner mentioned the upcoming conference.

24. WOODRIDGE 75TH STREET CORRIDOR TAX INCREMENT FINANCING (TIF) DISTRICT

Dr. Thiele reported the Village of Woodridge is moving forward with a TIF for the two golf courses. He shared, if both areas are used for housing, no funds will be coming to the affected school districts for many years. Dr. Thiele stated the school districts are expecting accommodations. According to Dr. Thiele, the school districts have asked that no action be taken by the Village until the districts have an opportunity to review the proposal.

25. UPCOMING BOARD OF EDUCATION MEETINGS

President Renner announced the following meeting date:

December 15, 2025 Monthly Business Meeting – 6:30 p.m. – ASC

He noted the December 1, 2025 Workshop Meeting is canceled.

26. CLOSED SESSION

Member Dawson moved and Member Courtney seconded the motion that the meeting be adjourned to Closed Session for the purpose of discussing litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting. 5 ILCS 120/2(c)(11); and collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).

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 Board will be taking Action on the item noted in the Agenda when it comes out of Closed Session.

The meeting adjourned to Closed Session at 7:58 p.m.

27. 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; Jeff Bergholtz, Assistant Superintendent for Human Resources; and Juli Gniadek, Secretary.

28. ACTION ITEM – APPROVAL OF SETTLEMENT AGREEMENTS RELATED TO LAWSUITS FILED UNDER CASE NUMBER 2018 L 601 AND 2018 L 603

Member Finan moved and Member Dawson seconded the motion for the Board of Education to approve the Settlement Agreements related to lawsuits filed under Case Number 2018 L 601 and 2018 L 603.

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

29. ADJOURNMENT

There being no further business or discussion, Member Dawson moved and Member Finan 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 8:29 p.m.

Kara Casten

~~Don Renner, President~~
Kara Casten
Vice President / President pro tempore

Juli Gniadek

Juli Gniadek, Secretary

Community HIGH SCHOOL District 99

BOARD OF EDUCATION

NOVEMBER 17, 2025

VISITOR ROSTER

NAME

Karen Spahr-Thomas
Kathleen O'Toole
Joy Belt-Roselieb
Brian Kittinger
Angela McAndrews
Nana Georgou

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