
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
November 17, 2025, AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

President Charles Cush called the meeting to order at 6:02 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,

Allison Boutet, Assistant Superintendent for Middle Schools

Closed Session

Amanda McMillen moved, seconded by Joe Kozminski, to go into Closed Session at 6:03 p.m. for consideration of:

1. 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. 10/20/2025, 10/23/2025, 11/03/2025.
2. 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.
3. Pursuant to 5 ILCS 120/2 (c)(11) Litigation, when an action against, affecting or on behalf of the school board has been filed and is pending before a court or administrative tribunal or when the school board finds 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.
4. Pursuant to 5 ILCS 120/2(c)(9) Student Disciplinary Cases.

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

The Board of Education entered closed session at 6:03 p.m.

Meeting Opening

Amanda McMillen made a motion, seconded by Joe Kozminski 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: Will Swatos and Sam Carelton.

Administrators present: Dan Bridges, Superintendent, Mark Cohen, Deputy Superintendent/High Schools, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, and Michael Frances, Chief Finance Officer/CSBO.

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

Good News

On Tuesday, November 11th, we honored Veterans Day across the district. Many of the veterans in attendance at assemblies or ceremonies are parents, grandparents, staff, and alumni. Thank you to all service members for their dedication, sacrifice, and commitment to our country!

The Ribbon Cutting ceremony for the new Turf Fields at Naperville North was held recently on November 5th. These fields will be utilized for physical education classes, student activities, and athletics.

District 203's very own Director of Buildings & Grounds, Melanie Brown, was recently featured in an article from Blueprint Magazine.

The article highlights specific projects Melanie has headed, and the work she's done to bring projects from conception to completion.

We couldn't be prouder of Melanie for this feature and recognition of the hard work she does towards making spaces our students can thrive in.

Naperville North's Varsity Boys Soccer Team are State Champions! The Huskies reigned supreme in a tough game against St. Laurence High School.

Go Huskies!

The Tech & Learning Midwest Regional Leadership Summit was held on November 7th, this year's theme was RESET & REIMAGINE: PLANNING FOR TOMORROW'S EDUCATION. This summit brings together area district administrators and service agencies to take a deep dive into what it means to teach in the age of AI.

Congratulations to Dr. Noor Shammas who won the Innovative Instructional Technology Coordinator award at the event!

Naperville North hosted their 2nd Annual Career Takeover on November 6th. Over 120 professionals from a wide range of career fields came out to share their stories, experiences, and advice in breakout sessions with all grade levels! Following these sessions, a Career Fair was held in the Field House for all Juniors and any interested Seniors.

What a wonderful experience and opportunity this was for the Huskies!

Naperville Central's Athletic Director Jeff Plackett won the Division 3 New Athletic Director of the Year Award from the Illinois Athletic Directors Association (IADA).

Jeff has been recognized for his demonstration of outstanding leadership, professionalism, and dedication to student-athletes, coaches, and school communities across Illinois.

All Division Award winners will be recognized and presented with a plaque at the IADA State Conference Awards Dinner on Sunday, March 15, 2026, in Peoria. Congratulations!

Madison Junior High School alum, Emmanuel Rugamba, spoke to 7th and 8th graders about his experience in business and as a professional athlete.

To quote Emmanuel: "We talked resilience. We talked about goals. We talked about what it looks like to protect your dreams even when you're young and the world hasn't quite noticed you yet".

Thanks so much for sharing your expertise with the current Warhawks!

Student Ambassador Reports

Will Swatos-NCHS-Senior

Reported that winter sports and IHSA competitive clubs (debate, speech, chess) have started. Girls' tennis, boys' cross country, and girls' swimming and diving qualified for state. The Veterans Day assembly featured retired Staff Sergeant Shiloh Harris. Upcoming events include the National Honor Society induction and the winter concert on December 12th.

Sam Carelton-NNHS-Senior

Reported that the boys' soccer team won the state championship undefeated (3-2 in penalties), the third time ever in Illinois. Josh Pedersen and Sam Hess received All-American honors, and Coach Konrad won his 400th career game. Other highlights included the fall play *Trap*, National Honor Society induction, the girls' cross country team placing 15th at state, and the girls' swim team having a strong state showing with six swimmers earning All-State honors. The career takeover day was noted as a success. The new turf fields have opened. The annual Coco and Cram pre-finals event is scheduled for December 10th.

Public Comments

President Cush gave the parameters for public Comments.

None.

President Cush reminded the Board and Community of the board agreements. He noted that it is each Board member's responsibility to prepare for each meeting and to effectively express our concerns either to the Superintendent or the Board President in a timely manner. Board members have also agreed that avoiding surprises is paramount in displaying respect to all District Administration. The Board has tasked itself to send questions in advance of each meeting to the Superintendent to allow the provision of the best possible response for the community. It also allows for efficiency during the community's meeting. Those same questions as well as new ones may be asked in Open Session. For transparency, please note if any questions were asked earlier. Mr. Bridges, did you receive questions from Board members? Superintendent Bridges responded that he received questions from all seven Board members.

Monthly Reports

- Treasury Report- The Board received the September Treasury Report

Board Questions/Comments:

I want to confirm Capital operating projects-we are over our budgeted amount, correct?

Mr. Frances responded no, we budgeted \$22 million and year to date we have spent \$8.5 million.

We will be talking later about the audit and we have been way over budget. I want to address it.

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

I think it is important for the public to know that we had to transfer \$500,000 from the main account to the insurance account to cover some expenditures. Now it has been reimbursed by the selling of some longer-term investments.

Mr. Frances noted that the selling took place after this insurance bill was paid.

How do we know this problem will not persist?

Mr. Frances noted that no one would know. These are claims made by our employees. These have been some high-cost claims. We have seen more of that this Fall.

Can we get an actuary report?

Mr. Frances responded that we look at this with the insurance committee and with BCBS. We don't control the monthly costs. This has been an anomaly.

Superintendent Bridges added that historically we have outperformed industry trends across the nation.

Mr. Frances added that the insurance committee will continue to look at this. Board of Education will continue to be updated on this. We brought some insurance adjustments to the Board in August, and those premium increases will take effect in January.

Some districts have a policy that will kick in when something like this happens, do we have that?

Mr. Frances responded yes, we have that. We have to pay the claims then get reimbursed.

We have our own clinic, and I have not received any information on costs and performance.

Is it costing us more money?

Superintendent Bridges remarked that if the Board desires, we can have it on a future board agenda.

Can we include the data with the insurance report?

Mr. Frances reminded that the Board approved the contract with Marathon Health about a year ago. Costs are included in the overall report. The data is reviewed by the insurance committee.

It would be nice to see.

- Budget-The Board Received the September Budget Report

Action by Consent:

Kristine Gericke and Holly Blastic reviewed Bills and Claims with Tracy Angel. The Business office was helpful.

1. Bills and Claims from WARRANT NO. 1072015 THRU WARRANT NO. 1072496 AND WARRANT NO. 9000000136 TOTALING \$29,133,444.32 FOR THE PERIOD OF October 21, 2025, TO November 17, 2025.

I appreciated the information, and the color coding was helpful. Very informative.

We do not use the process that uses the fund, code. Shared concerns. No one is tracking trends. It is not a sufficient amount of time. Fiduciary duty to spend wisely. Concerns that this is not an appropriate way to review the spending.

Superintendent Bridges stated that all those processes are used as required by the law. Found to be compliant. Reports that are posted don't report all the items. Board members do review and can see all those accounts and information.

Heard that as Board members, we take turns. It is all available to us every month. Saying we don't use the required codes, there are at least several thousand transactions each month. We audit about 10% of these transactions. The meeting is where you see the receipts, account

numbers, and why the money was spent. Michelle Swope gives all that information. I trust what we have and trust other Board members to do the same work.

Tracy pulled up the spreadsheet that was provided, showing me the vendor, amount spent, the department and the information about it. In the conversations we get some history. There is always a justification for each expenditure. Other things jump out at other Board members.

I have a concern that you have history, so you know some of the history. One more report could let us all know how things are being spent. I am looking for a practice. We are tasked as Board members that budgeting is in that format. This is business. I don't want trust; I want the figures. We could put this to bed if we have a report by an audit on internal practices.

Our general ledger and budget have the account codes, and we follow the GL process.

When we review Bills and Claims, we see what code has been used. There isn't necessarily one code that matches an invoice. We are not auditors but are providing oversight. Bills and Claims is just one way we do this. We have to look at all the financial pieces.

I agree with colleagues. Be useful to get to the audit to discuss these things So I would like to call the question.

Joe Kozminski made a motion to call the question seconded by Kristine Gericke. Those voting yes: Willensky, McMillen, Blastic, Kozminski, Gericke, and Cush. Those voting no: Kelley Black. The motion carried.

Kristine Gericke made a motion to approve WARRANT NO. 1072015 THRU WARRANT NO. 1072496 AND WARRANT NO. 9000000136 TOTALING \$29,133,444.32 FOR THE PERIOD OF October 21, 2025, TO November 17, 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
APPOINTMENT-CERTIFIED PART-TIME			
Kari Rogers	1/5/2026	NNHS	PE Teacher (.4)
RETIREMENT-CLASSIFIED			
Nicholas Krafcisin	11/21/2025	Transportation	Bus Driver
RESIGNATION-CLASSIFIED			
Katie Smith	11/4/2025	Naper	Special Education Paraprofessional
Kelly Pankey	11/4/2025	Mill Street	Behavior Support Paraprofessional
Maria Elizabeth Paul Villarino	11/18/2025	Mill Street	Dual Language Paraprofessional
Jason Domzalski	11/9/2025	NNHS	Technology Support Associate
Shobarani Bhongale	11/10/2025	Mill Street	Instructional Paraprofessional
Karen Gannon	11/14/2025	Washington	Special Education Paraprofessional
EMPLOYMENT-NON-UNION CLASSIFIED			

Jason Domzalski	11/10/2025	PSAC	Senior Support Analyst
EMPLOYMENT-CLASSIFIED FULL-TIME			
Olha Boyko	11/10/2025	Madison	Special Education Paraprofessional
Mark Gonzalez	10/29/2025	Transportation	Bus Driver
Kalaichelvi Skandarajan	11/17/2025	Mill Street	Special Education Paraprofessional
Sabahat Khan	11/10/2025	Mill Street	Special Education Paraprofessional
Imanol Ruiz	11/17/2025	NCHS	Campus Supervisor

Kristine Gericke made a motion to approve the Personnel Report, and item 7.06, 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: 10/20/2025, 10/23/2025, 11/03/2025

Kristine Gericke made a motion to approve the Open Session Minutes dated 10/20/2025, 10/23/2025, and 11/03/2025 as presented, seconded by Amanda McMillen. Those voting yes: Cush, Blastic, Willensky, Kozminski, McMillen, and Gericke. Those voting No: None. Abstain: Kelley Black. The motion carried.

4. Closed Meeting Minutes: 10/20/2025, 10/23/2025, 11/03/2025

These minutes are not complete enough, documents presented to Board members are not put into BoardDocs. Agenda is not complete and no documents included.

Kristine Gericke made a motion to approve the Closed Session Minutes dated 10/20/2025, 10/23/2025, and 11/03/2025 as presented, seconded by Amanda McMillen. Those voting yes: Cush, McMillen, Blastic, Willensky, Kozminski, and Gericke. Those voting No: Kelley Black. The motion carried.

5. Naperville Development Partnership Contribution

I am surprised to see it on the consent agenda. We have new Board members. According to my understanding, this was not approved at first. We need to follow the rules.

This action is to get Board approval then it will be paid. If it passes, we will spend the money.

The attached is an invoice.

If the majority does not approve then it will not get paid.

It is better to have the discussion ahead of time. I recommend that before we get the invoice.

The organization understands that this is subject to approval by the Board.

Superintendent Bridges stated that the organization understands our process.

Kristine Gericke made a motion to approve the Naperville Development Partnership Contribution as presented, seconded by Joe Kozminski. Those voting yes: Cush, McMillen, Kozminski, Willensky, and Gericke. Those voting No: Blastic. Abstain: Kelley Black. The motion carried.

6. Student Discipline as Discussed in Closed Session

Communications

Written Communications

Freedom of Information Requests:

Allium Freedom of Information Act Request-Business Office Information

Watts Freedom of Information Act Request- Human Resources Information
Zhang Freedom of Information Act Request-Human Resources and Business Office Information
Kumar Rahmen Freedom of Information Act Request-Board of Education Information
Wenig Freedom of Information Act Request-Business Office Information
Medlin Freedom of Information Act Request-Assessment Department Information
Smart Procure Freedom of Information Act Request- Business Office Information

Board of Education Reports:

Amanda McMillen visited Kingsley. Team is doing great things there. Principal Furbee knew every student's name when they entered the school. Visited Meadow Glens and Principal Morrow. Saw the diversity of PI+ and some of our multi-needs students. Saw teams working collaboratively in learning new curriculum. Will be going to KJHS and Scott soon.

Marc Willensky attended the Elmwood Veterans Day ceremony. It was a very nice event. Went Home and School, SOAR program, teachers recommended students and they were awarded that award at the meeting. Each family was in attendance. NCHS parents doing activities that include all students.

Holly Blastic and Kristine Gericke attended the Diversity Committee, Virtual and allowed many to participate. Talked about the LEAD program.

Melissa Kelly Black reported on her attendance at the IL Council of Exceptional Children Conference. It was held in Naperville. Shared some of the programs, resources for parents. She also attended the 2025 Girls STEM conference at Benedictine University.

President's Report:

President Cush reported on his visit NNHS-Ebony Baker presentation to H&S about preparing students for exams. Peer tutoring, cocoa and cram. Thanked the H&S co-presidents for the work they do.

Workforce innovation Council talked about the use of AI in schools. Matt Langes shared the tools and safeguards.

Triple I conference this weekend. Love the opportunity for learning from others.

Superintendent's Report:

November 15-BoE appreciation day. Received a book you requested for a potential book study. He introduced the audit.

Audit Report

Mr. Frances talked about what is included in the Audit packet that each Board member received. He introduced Tracy Angel and Andrea Brkovic from the Business Office. The result of the audit is because of the hard work of Tracy and Andrea over the last five months.

Introduced Matt Beran from the Auditing firm.

Matt reviewed the audit. Unmodified report---highest report we give. It means that everything is done legally. Only 3 million dollars in outstanding debt is pretty remarkable for a district this size.

Management report-

Internal Controls-no findings

Information item-some funds over budget. This is due to the timing of capital projects.

Submit the AFR to ISBE. They have a financial profile score, the highest is a 4.0 and the district received that profile score.

Board Questions/Comments:

Thank you for the work to get the report done. Funds over budget-anything you recommend we change or is it more of an observation?

Mr. Beran noted it is more of an observation. The Board has approved these contracts. You have to use the time you have to get it done. This is pretty normal in districts. The budget can get amended but it is late in the process. The auditor clarified this was due to the timing of project expenditures and invoice dates crossing the June 30th fiscal year-end, not overspending or fiscal mismanagement; all costs remained within board-approved project budgets.

Overall, are you comfortable with our process?

Mr. Beran stated yes.

Not just how much we budget, we get a global estimate, we don't have a real breakdown of the projects except for some bids. We don't know the actual cost until the end. Are there mechanisms that could make this process different?

Mr. Frances stated you are insinuating that the district is spending more than the Board approved and that is not the case. He read notes addressing the funds over budget. That comment is triggered by any fund being over budget by as little as \$1.

Thank you for the explanation. Thank you for the hard work. Proud of the work you are doing and can get the highest rating in all categories.

I am not saying you spent over the budget. Administration comes with a global estimate.

Concern is that the money being spent is spent without a timeline. We may not be making wise spending decisions.

Superintendent Bridges remarked that is what approved contracts are.

We are drifting off the topic of the audit.

Are you saying that we are not overspending?

Mr. Beran stated that the extra step that happens with Bills and Claims is unique and above and beyond. The openness is a top-notch process. He shared the process of contracts with the finance department.

As Board members, we do not get the answers to all those questions.

To clarify, you go through processes with a fine-tooth comb.

Mr. Beran stated the processes here are in compliance.

I did not realize this is a 5–6-month process. Brings me a higher level of confidence that policies are being followed. I appreciate the thorough explanation.

Thanked all involved in this process. Nice to see a clean audit year after year.

Thank you, Mike, Tracy and Andrea, for the hard work to have us able to get these clean audits and the highest scores from ISBE.

Five Year Financial Forecast

Preview posted in Board Docs. No formal action. Administration will be looking for clear guidance from the Board as we begin our budgeting process. The guidance is recognizing that there is a structural imbalance with expenses and revenues. We will be looking for guidance on the creation of a balanced budget.

The forecast uses the current budget as a baseline and incorporates estimated CPI (2.9% actual; 3.0% projected), EAV, new construction, and known cost increases. The forecast shows a structural imbalance, with a projected deficit exceeding \$12.5 million in FY27. Key drivers of cost increases include salaries and health insurance (projected 5% annual growth).

Board Questions/Comments:

Thank you for the presentation. Need direction from the Board, I appreciate that but we need to make sure that students continue to perform as they are now. Can you give us a sense of the parameters?

Superintendent Bridges noted that is a great question. 12 million will be felt. Fund balance can help for a bit. It is fair to say that everything is on the table. There will be things that will be felt. The sense that we create new programs and hire additional staff will have to go away. The ongoing costs are the ones we will need to look at.

Is it easier to identify that we cut things now or is it better to limit growth in the future?

Mr. Frances stated that anything will be felt. Not sure if there is a best option. Unless there is something that is going to bring in more revenue, I don't see it. We raised the budget in short-term investment due to rates. We may eclipse that this year, but we cannot live on that hope. The Fed is going to continue to cut rates. Being a tier 4 district, when the state puts in money each year, we only receive \$15,000 of the \$350 million. We are working with legislators to say that we are not being fully reimbursed for some of the mandated categoricals. We have a lot of funding that is flat. Salary expenses and health insurance is growing faster than inflation. We have some fund balance, but it will not last that long.

Superintendent Bridges added we are not asking the Board to say cut this, cut that. We are seeking your direction for how quickly to get the budget balanced. Once we have the guidance, we will bring a plan back to the Board. Will be a combination of no new initiatives and reductions.

Thank you. If we were to be proactive in making reductions, is there any way to be strategic to cut earlier to reduce the deficits going forward.

Mr. Frances stated that as long as the reductions move forward, that helps in the years going forward.

The Transportation facility will reduce carbon footprint and reduce expenses. Is that reflected in this forecast?

Mr. Frances stated yes, it is. It is a small square footage over the district. So it will help a little bit.

We need to be thinking about savings going forward.

Mr. Frances remarked that we don't have the fund balance to replicate that across the district.

Could we ask the administration to make cuts that don't impact students directly. Would like Administration to recommend some cuts. I don't know how much we spend on travel? Do we look at and pinpoint some areas. Could get a list of items and have a discussion and prioritize. Maybe we can use some of the savings to invest to reduce ongoing costs.

Superintendent Bridges stated he has been reflecting on somethings the speaker at the DuPage IASB dinner and author of the book you have been given said. Now is not the time to be looking at what we are spending on this or that. That is the work of the Administration. Administration will look at efficiencies across all areas. Obviously, we will be looking to impact students as little as possible. We are looking for the guidance that says bring a balanced budget next year or three years out. How quickly do you want us there.

I am landing on this on looking for a balanced budget this year.

I am looking to get this balanced quickly and what are the impacts of doing it in one year vs two or three years. Are there certain things that could be one time costs that could bring savings year after year going forward?

I would like to see a balanced for next year but would like to have space to change if it is too painful. Will struggle until I see what it will look like.

Recognizing how much it takes to turn something this size around. I would like to see a flattening of the curve.

I can't give an answer, I need to know what it is going to cost me. I need informed decisions.

Superintendent Bridges reminded the Board that this will be an ongoing process. This is just kind of setting the direction for us to get started.

We don't have to wait to get a view into where the opportunities for savings are. Between now and May will there be touch points between now and then to see the thoughts of cutting?

Superintendent Bridges responded that we have some natural processes that we bring to the Board along the way. We will let you know how it impacts the budget.

Being aware of anything we're doing now that could impact us this year and next year is going to be very important. Having the extra level of discussion is a great idea.

Superintendent Bridges noted the example of the transportation facility that will require an initial investment but will help us long term.

I would like to make a motion as to a time frame to get information.

This is not an action item. It sounds like your desire is to have something in that timeframe.

That is a different conversation and not something we would vote on as it is not on the agenda as an item we are voting on.

I would like to see options of closing the gap but still have the fund balance.

Are there any statutory regulations we need to be aware of?

Mr. Frances started no statutory requirements. We have the highest financial rating, this forecast would take us out of that. Fund Balance and cash on hand are okay for the next couple of years. Would want to keep the fund balance in the range. These are reasons to make cuts.

The sooner we can make the changes the better.

Right now we have some choices in what we can cut.

Superintendent Bridges stated that it feels like the guidance is a balanced budget as soon as possible. Pace will depend on what the costs would be. Build in time for opportunity for the Board input.

Discussion without Action:

2025 Tax Levy Determination

Superintendent Bridges noted this is set annually. This is about 85% of our revenue.

Mr. Frances recommended the Board of Education support as presented.

The administration recommends a proposed levy request of \$315.1 million, representing a 3.8% increase. This is below the 5% threshold, so a public hearing is not required.

The amount the district expects to receive is capped by the 2.9% CPI plus new construction, resulting in an estimated collection of \$313.8 million (about a 3.4% increase).

Tentative determination was made tonight. The final levy adoption is scheduled for December 15th. The Board can reduce the levy (abate) until the extension sign-off in March.

Board/Comments:

Thank you. Cap is 3.8% tax increase. Do you have an idea per taxpayer?

Mr. Frances noted we can calculate it and get back to you. This percentage is a bit elevated. We will actually receive 3.4% over last year. We can get a number what that 2.9% would be.

That would be helpful to know the impact on taxpayers.

It is important to levy potentially more and there is a window to decrease the amount.

Mr. Frances stated that in March an abatement resolution for the bonds can reduce the amount.

Superintendent Bridges added that the financial projections assumed we would collect the full amount. And if we don't collect all we can, it will impact the budget.

Do we want to have the conversation about possible cuts before the March deadline to reduce?

I hear you saying you are asking us as Board members if we want to see the possible cuts before we pass the levy.

We vote at the next meeting so that is too soon. Trying to ask for the least amount of burden.

We have to vote on the levy but we can reduce the levy in March. It would be nice to have potential cuts before then.

I want to understand what the tax increase would cost.

I would like to have the least impact on taxpayers. I would like to know what cuts would be.

Superintendent Bridges stated again that the potential deficit is with the levy at the full extent. A smaller levy would mean bigger cuts down the road.

I would like to have conversations before March so we can understand the pain of the cuts.

I want an informed decision and not just asking for more.

Thank you.

2027-2028 Calendar

Dr. Patrick Nolten reviewed this draft calendar. Used the Board criteria. We may change in the future the placement of institute days. Next steps will be shared with H&S and staff thru a survey.

Board Questions/Comments:

In looking at winter break, we have almost a full week before Christmas. Is there a way to start later and push Winter Break a bit later?

Dr. Nolten stated we follow the guidance from the RoE so that all of DuPage County is on the same calendar.

Are we looking at changing some of the March dates?

Superintendent Bridges responded March is hard with County institute.

This comes back for action December 15.

Discussion with Action:

Holly Blastic made a motion seconded by Melissa Kelley Black to discuss Summer School Fees before the 2026 Summer School program. Those voting yes: Cush, McMillen, Kelley Black, Blastic, Kozminski, Gericke, and Willensky. Those voting no: None. The motion carried.

2026 Summer School Fees

Superintendent Bridges noted that Administration did not feel there was much concern around the program but there would be additional conversation around fees.

Mrs. Willard noted that the added two days will increase costs.

Board Questions/Comments:

We live in a community that provides some non-educational opportunities. I want to know that students are growing in the summer to help decide if programs are worth it. Kids feel it is not worth their time and there is regression. I want to provide classes that meet the needs.

This is a 20% increase for families. There are many families who are close but don't qualify for FRL who would have to pay more. Lot of additional costs. What would it look like to offer core courses and not raise the fees?

Superintendent Bridges stated he respects what you are saying, and we may have to scale back.

Mrs. Willard added that we can do whatever the Board wants us to do. We absorb the cost of nutrition for all students as that has not been rolled into tuition. If we make reductions, it needs to be across the board.

Total revenue is projected to be \$1.2 million but expenses are over \$2 million. So is that an expenditure we would absorb.

Superintendent Bridges noted that the direction previously was to break even. Then the Board directed us to offer more to get additional students engaged.

We have to make some difficult decisions. If we don't approve fees and maintain funding what is the deficit?

Mr. Frances stated an additional \$150,000.00.

We might need to do a review of the summer programming. Need to provide what is most needed.

Mrs. Willard responded we could consider credit recovery, ESY, remedial courses. Would not have the added courses. We would probably have one site for Elementary and one for Junior High and one High School. It would remove most of our high school courses.

Music and Science are almost at breakeven.

Mrs. Willard stated yes, those breakeven.

Those enrichment courses are important. Could there be a sliding scale of fee increases?

Is there a minimum number of enrollments and could it be increased?

Mrs. Willard stated we can consider that.

I am reluctant as we are tossing around new ideas. Could we get some information on the costs or maybe get a proposal from Administration on a tiered system?

Superintendent Bridges noted that the action from the Board would need to be to approve, reject or table.

Can we table it and get more information? It gives us an opportunity to collect information from community members.

Superintendent Bridges noted that the Board is having a hard time with this, but we cannot offer what we are showing for the current costs. Remind you that when we come back, you have to give the direction.

Mrs. Willard added that parents do expect the summer school calendar so they can plan their summers. The timeline is critical for families.

So, the camps breakeven but overall, the program loses money. Where do the investments need to be made?

Mrs. Willard stated the FRL services is where the costs are. By law, if we offer Gen Ed, we have to offer ESY. Largest cost is transportation. Have to consider the 20% extra cost in staffing.

From a fee perspective, for those who were not expecting one is hard. Eat the fee increase this year and then decide what we will do and give people more time. Not in favor of raising the fees. I am concerned about fees. I was hoping to see a menu of courses and staffing. Was hoping to see how we could meet in the middle.

Superintendent Bridges noted he appreciates the perspective. What we heard was the program was good, but the fees were the issue.

I thought we were clear on that. Disappointed with the program. How do we know the courses are effective. I would like this tabled.

If we table it what is the timeline?

Mrs. Willard responded that we usually get the calendar to families in January.

Melissa Kelley Black made a motion to table the 2026 Summer School Program and the 2026 Summer School Fees as presented, seconded by Amanda McMillen. Those voting yes: Kozminski, Cush, Willensky, McMillen, Blastic, Kelley Black, and Gericke. Those voting None. The motion carried.

Summer School 2026 Program

Board Questions/Comments:

Transportation Facility Update

Superintendent Bridges reminded the Board that Administration received directions to continue to move forward with planning on level two design.

Board Questions/Comments:

This is a very positive thing for the district. Will generate positive returns for the district.

I agree. Thank you to Chuck Freundt, Melanie Brown and team for putting this together and advancing the Carbon Action plan going forward. It is a good return on investment.

Is the cost for the level two an additional \$2 million? I thought we said it was closer to \$3 million.

Mr. Freundt noted that number is in comparison to the level one design. The additional upfront cost for the geothermal and the solar is estimated to be approximately \$2 million so those costs would not be in the level one design.

Have we done a comparison of all the costs included?

Mr. Freundt remarked not all of them. The costs shown are the month over month costs.

Are we not going to have an increase of operating costs?

Mr. Freundt responded that there will be replacement costs the same as if we had to replace furnaces.

Who will maintain it?

Mr. Freundt stated our B&G staff and local maintenance companies. I could get the costs as I have not had this question before.

I would like to know what I am investing in and what is the return.

From the last meeting the energy savings were net of everything.

Mr. Freundt stated the savings are the monthly savings on energy and not necessarily the replacement costs.

I am comfortable moving forward. We have not considered the net metering. The 4.3 is on the low end of the net metering savings. Solar panels and geothermal have a long life. Comfortable with the current plan.

HB-30% reliance of the grid and will insulate us from a lot of costs.

I'd Like to make a motion.

I am going to abstain because I don't have all the information up front.

Kristine Gericke made a motion to approve the Transportation Facility Update with the Level 2 design as presented, seconded by Joe Kozminski. Those voting yes: Cush, Blastic, Willensky, Kozminski, McMillen, and Gericke. Those voting None. Abstain: Kelley Black. The motion carried.

Old Business:

None:

New Business:

None.

Upcoming Events:

- **Thanksgiving Holiday, November 26-28, 2025**

Adjournment

Kristine Gericke moved seconded by Joe Kozminski to adjourn the meeting at 10:53 p.m. A roll call vote was taken. Those voting yes: Blastic, Kozminski, Gericke, Kelley Black, Cush, McMillen, and Willensky. Those voting no: None. The motion carried.

Approved: December 15, 2025

Charles Cush, President, Board of
Education

Susan Patton, Secretary, Board of
Education