
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
January 20, 2026, 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, Melissa Kelley Black, Amanda McMillen, Holly Blastic, and Marc Willensky. Joe Kozminski arrived at 6:37pm.

Administrators present were:

Dan Bridges, Superintendent,

Meredith Haugens, Assistant Superintendent for Human Resources

Mark Cohen, Deputy Superintendent/High Schools,

Michael Frances, Chief Finance Officer/CSBO

Also present: Attorney Joe Perkosi

Closed Session

Amanda McMillen moved, seconded by Kristine Gericke, to go into Closed Session at 6:01 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. 12/15/2025.
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)(2) Collective negotiating matters between the school board and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.

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

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

Meeting Opening

Kristine Gericke made a motion, seconded by Amanda McMillen to return to Open Session at 7:04 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: Lux Akinde and Khadija Rafathulla.

Administrators present: Dan Bridges, Superintendent, Mark Cohen, Deputy Superintendent/High Schools, Allison Boutet, Assistant Superintendent for Administrative Services, Chuck Freundt, Assistant Superintendent for Leadership and School Services, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, Melissa McHenry, Assistant Superintendent for Student Services, and Michael Frances, Chief Finance Officer/CSBO.

Pledge of Allegiance:

Led by Mill Street Elementary School students.

Recognition

Special Olympics Unified Program

This fall marked Naperville District 203's first year with a Special Olympics Unified Program, meaning our Special Olympics athletes competed side-by-side with their general education peers - the true definition of inclusion in sports! On Friday, November 21st, our Naperville Team 203 Fire Special Olympics Unified Cornhole program participated in its inaugural regional tournament hosted by Special Olympics Illinois at North Central College.

We had athlete pairs from Naperville North, Naperville Central, and Connections participate this year, and we couldn't be prouder of not only the success of our participants, but even more so the relationships that have been built from this incredible, inclusive opportunity for all students.

Public Hearing Drivers' Education Waiver

Administrator's Comments

Superintendent Bridges read the IL School Code allowing Districts to charge more than the state allows.

Public Comments

None.

Board of Education Comments:

Do we use a company to provide our teachers?

Superintendent Bridges stated no, they are our employees.

Do we provide classes for special needs students, like ADHD or Executive Function?

Superintendent Bridges responded that students are handled the same way we other classes for students with IEP's or 504's.

Are prices comparable to private companies?

Superintendent Bridges stated our fee is less than local private companies. The fee we charge does not come close to covering the cost of the course.

What is the current financial status of the program? How much money are losing?

Mr. Frances responded that he would not call it losing money but we are supplementing the program about \$260,000.00

If we increase the fee, are we closing the gap?

Mr. Frances stated, yes by about \$50,000.00

If we approve, we don't have to increase the fee, correct?

Mr. Frances noted that this allows you to set it at whatever you want

Is the state reimbursement of \$84,000, part of the transportation funding?

Mr. Frances stated no, it is a separate appropriation. State funding for Driver's Education has dropped significantly in recent years.

It is not a MCAT, but we are required to offer a Drivers' Ed.

Close Public Hearing

Joe Kozminski made a motion to close the Public Hearing-Driver's Education waiver at 7:24pm, seconded by Amanda McMillen. Those voting yes: Kelley Black, Willensky, Gericke, Cush, McMillen, Kozminski, and Blastic. Those voting no: None. The motion carried.

Public Hearing ASA Waiver

Administrator's Comments

Superintendent Bridges remarked that prior to this year the State required that this ASA statement be publicized in the Newspaper. The district has been fully compliant. Recommends the waiver. This is a new waiver. Annual savings are about \$3000.00 annually.

Public Comments

None.

Board of Education Comments

This is an easy way to offer some small savings.

Concerns for people that don't go to the website and there are seniors who don't go to the website. You will have to seek it out. This can be an equity issue. It will be searchable. Want to make sure it is equitable to all.

Superintendent Bridges stated that we could have some paper copies available at the District office.

I am curious, would we be able to put it at the library?

Superintendent Bridges responded that we could look into that.

We will need to have enhanced communication and make it searchable.

Superintendent Bridges noted we could enhance our communication via Social Media and add it to newsletters with direct links to the documents.

We will also need to have it posted so that people who do not have children in the district have access.

Are we going to try an enhanced method to communicate this?

Superintendent Bridges stated we can look for other ways to try to communicate.

Close Public Hearing

Amanda McMillen made a motion to close the Public Hearing-ASA Waiver at 7:34pm, seconded by Kristine Gericke. Those voting yes: Blastic, Kelley Black, Willensky, Gericke, McMillen, Kozminski, and Cush. Those voting no: None. The motion carried.

Good News

Joseph Andrusenko, a 10th-grade violinist at Naperville North High School, has been named a scholarship winner in the prestigious Chicago Symphony Orchestra Young Artists Competition. This is a highly competitive program designed to identify top-tier musical talent. Scholarship winners receive financial support and professional development opportunities to help launch their musical careers.

Jeffrey Sturgeon, Naperville North Orchestra Director says "Joseph's focus, curiosity, and commitment promise a bright future in music."

Kennedy Junior High was one of only 28 schools in Illinois selected for the prestigious National Blue Ribbon Schools Program designation before the program was discontinued. Illinois Congressional leaders have introduced a resolution to officially honor those schools that earned the distinction for 2025.

The resolution seeks to provide federal acknowledgment that the schools would have otherwise lost due to the program's cancellation. Historically, the Blue-Ribbon designation is the highest federal honor

a school can receive, highlighting academic excellence and success in closing student achievement gaps.

Ann Reid Early Childhood Center has been officially recognized as a TOP 5 of 2025 Naperville Award Winner in the Preschool category.

What makes this honor truly special is how it was earned. Unlike many awards that require an application or a fee, this ranking was awarded by BusinessRate based entirely on verified data from Google Reviews. This recognition is a direct result of the authentic feedback, ratings, and stories shared by you—our families.

All 8 junior high First LEGO League teams competed at the Illinois FIRST LEGO League Qualifier at Naperville North High School last month.

Five of the teams will be advancing to the Sectional Tournament on Saturday, January 24th, with the potential to advance further to the State Tournament. Additionally, some of the qualifying teams received award recognition at the Qualifier event.

We officially celebrated the ribbon-cutting of our new primary care clinic with Marathon Health last month! While our staff has already been utilizing this great resource, it was wonderful to take a moment to thank the people who made it possible.

This project was a true team effort. Huge thanks to Gretchen Gallois and Mike Frances for leading the charge, and to our union partners from NESPA, NTA, NUMA, and NUEA for their collaboration from day one.

We are also grateful to our Marathon Health team for their dedication to keeping our district healthy. We're proud to provide a space that puts our staff first. Here's to many more years of wellness!

Student Ambassador Reports

NNHS-

Lux Akinde-Senior

Hello Board members! I'm so glad to be back this year. For those who remember me from last year my name is Lux Akinde and I am officially a senior at Naperville North. Finals last semester were hard but winter break was fun although the weather wasn't as nice as the feeling of finishing a hard semester.

Past & Current

With the start of second semester, we had our 8th grade tours where the kids got to learn about course selection for next year. The 8th graders also had their orientation on January 14th with their parents who got to learn more about the school and info they should know for Freshman next year. Along with the 8th graders learning about their courses for next year, the current students also got to meet with their councilors to finalize their courses for next year. It's college acceptance season so we're getting ready to say goodbye to some of our huskies as they carry on our legacy into the world.

Sports

In terms of sports NNHS hosted the first ever DVC Cheer and Dance event on January 15th. North's dance team won first place and are on their way to Geneva for sectionals this weekend. Go huskies! North's pre-track season is wrapping up and they're getting ready for the official season to start this Friday January 23rd. Let's hope for another good season!

Upcoming

Some upcoming events at North are our winter play “The Play That Goes Wrong” which has showings from January 30th to the 1st of February, and our show choir also has their Clash of the Sequins event on February 14th.

NCHS-Khadija Rafathulla

- Pre-Season Spring Sport signups are opening, Open Gym and Informational meetings for those sports are starting as well
- Boys Bowling, DVC boys Champions.
- Seniors are getting decisions back, and some have already committed
- Had really good attendance for 8th grade Family night, lots of people showed up to see all the different clubs, and sports available at NCHS
- Chess, BPA, and Speech all had competitions last week
- Team 203 Fire Special Olympics Basketball Game was last week, lots of people came to support!
- Auditions for Theatre Central’s all-school Coffee House event this week
- Our Ski and snowboard club spent this long weekend at Chestnut Mountain
- The week of February 2nd is Hawk week, with many fun activities planned throughout the week. Including Sock Tag and Karaoke the night of January 4th, and assemblies that Monday and Friday.
- December 19 our wrestlers defeated Naperville North in our home gym. The attendance that night was terrific, which made for an awesome event.
- Girls’ basketball defeated previously undefeated Waubonsie Valley on January 15th. The Redhawks are now 9-0 in conference play.
- We’re excited to induct the next class into the Naperville Central Athletic Hall of Fame on Friday, February 6th. The highlights of the day include an assembly, panel discussion for the current student athletes, dinner, and ceremony. All are welcome to join us in the Little Theater at 6pm on the 6th.

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 November Treasury Report

Board member read her questions that she sent ahead.

Superintendent Bridges stated that he received several questions that require a lot of time and research. We need directions from the Board as to how we respond.

Board member stated her concern is an equity issue-I have the right to ask questions and by not allowing me to get the answers hinders my fiduciary duty. I am fine to wait for the answers. I represent a lot of people who want these answers. To say that these answers require a pool of resources. To say that these are responded to once a year is not being transparent.

I want to get some perspective from other Board members. Heard that there is a significant amount of staff time to respond when we get these answers. It would be worthwhile to have the remaining Board members review the questions to see how they feel about tasking staff.

Some of these are questions are ones we asked when PMA was here. Would like to think about when in the year we can build these questions in.

Balance is needed. We cannot ask staff to put the time in to continue to go back and put these together for each meeting. We have a schedule for asking these questions and getting these answers. We are getting in the weeds if we are asking these same questions monthly.

We can look at the calendar and see when these items will be discussed. There is a difference between governance and management. Can you look and see if we can look at these later in the year? Can you get us to a more reasonable number of questions?

I appreciate you are trying to find a way. The investment reports are in Closed Session. The questions are important to ask in Open Session. I am open to finding a way. As for some of these being operational, maybe you can give me some examples. We represent different groups in our community. The responses can be delayed. It is an opinion when something is operational. I am not comfortable with no one asking any questions during the monthly reports. Need to make sure we are asking the questions. I am asking for accountability, so I know.

I read the reports as status updates. I do sometimes ask questions about them. These are meant to be reports and status checks of where we are.

The monthly reports are status checks. The process of how we look at this information, we can look to see if we can put it on the calendar. Maybe we look at our processes at our Annual Self Evaluation in June. Given that we are mid year, I am not wanting to change our process now. Consensus is how we govern. One Board member does not task the staff. We have to operate by an agreed set of rules.

Another Board member should not assume the information that another Board member needs. The idea of consensus is that the problem is when some feel like they don't need the information. Financial is a huge part of what we do. This Board has felt that if they don't need the information, then no one needs it. It is a dangerous slippery slope to close down the information.

Can the Superintendent look at the questions and let us know when they are addressed on the Board planning calendar? There are going to be times when there will be something happens that Take a look at the questions that came through. We need to task staff by consensus. We have to be stewards of all resources, even staff time.

Have we addressed the why we are seeing more claims going out than income coming in?

Mr. Frances stated we are addressing the need for additional liquidity and the claims that people are making are large. We also have not been fully reimbursed by the insurer.

We were told that we had a number of large claims.

Mr. Frances responded that we are continuing to see claims larger than what I have seen in my seven years here.

A lot of the funds are longer-term funds and the liquidity is not there. Are we to expect there is a new normal in the claims, do we need to make more long-term planning. Do we need to shift our long-term financial planning?

Mr. Frances remarked that we have started the conversations today with our investment advisors to get more liquidity. I don't think we need long term investments in the health fund. Is this the new norm? There is no way to know that. If it is, the Insurance committee will have to make some different decisions.

You mentioned that we are still waiting on some reimbursements, do you know how much that is?

Mr. Frances noted that he doesn't know off the top of his head. Our stop loss insurance has gone back to Blue Cross and that will help us in a timing issue.

Who do we work with to see what the numbers are to see future pattern?

Mr. Frances stated the advisors look at it as does the Insurance Committee that meets monthly. There was a time several years ago when a similar thing happened. January is usually a lesser month. The Board High Deductible offset also comes out in January.

When we get the next monthly report, can we get some follow up?

Board President summarized what is being asked.

I want to have the tracking.

Mr. Frances stated that the insurance report tells you what the expenses will be.

Can the Board receive a follow-up in the next monthly report on the status of these claims and the feedback from the investment advisors?

Once you talk to the advisors, and have the conversation around the liquidity, can you report to the Board?

Mr. Frances stated that something will be done with the long term portfolio.

I would like to have the information you get.

Mr. Frances stated that if the Board would like an update, we can ask them to come and give a presentation.

Superintendent Bridges added that the district typically meets with investment advisors in March or April for long-term strategy, but short-term liquidation will proceed as needed to pay current bills.

PTMA will meet with us in April?

Superintendent Bridges noted that it depends on how schedules align, maybe March or April.

Anything they share with Mr. Frances could be shared with us.

- Investments- The Board received the November Investment Report
- Insurance-The Board received the November Insurance Report
- Budget-The Board Received the November Budget Report

Action by Consent:

1. Bills and Claims from WARRANT NO. 1073014 THRU WARRANT NO. 1073707 AND WARRANT NO. 9000000144 THRU 9000000145 TOTALING \$40,059,794.46 FOR THE PERIOD OF December 16, 2025, TO January 20, 2026,

Kristine Gericke and Charles Cush reviewed Bills and Claims with Michelle Swope.

Charles Cush made a motion to approve WARRANT NO. 1073014 THRU WARRANT NO. 1073707 AND WARRANT NO. 9000000144 THRU 9000000145 TOTALING \$40,059,794.46 FOR THE PERIOD OF December 16, 2025, TO January 20, 2026, seconded by Joe Kozminski.

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
RESIGNATION-CERTIFIED			

Katherine Papagiannis	12/19/2025	NNHS	Math Teacher
Marci Collier	2/13/2026	River Woods	Math Specialist
APPOINTMENT-CERTIFIED FULL-TIME			
Ashley Slowik	1/5/2026	Scott	Learning Commons Teacher
Mary Kennedy	1/5/2026	NNHS	FACS Teacher
LEAVE OF ABSENCE-CERTIFIED			
Michelle Carrizales	11/20/26 - 12/18/26	Ellsworth	2nd Grade
Amanda Mennella	SY 2026/2027	LJHS	Science
Katharine Waller	SY 2026/2027	ARECC	School Social Worker
RETIREMENT-CLASSIFIED			
Lauri Wilke	5/22/2026	Kennedy	Executive Secretary
RESIGNATION-CLASSIFIED			
Lynne Kallstrand	1/20/2026	NNHS	Senior Secretary
Jessica Jones	3/6/2026	Madison	Special Education Paraprofessional
Haley Channell	1/12/2026	Prairie	Special Education Paraprofessional
EMPLOYMENT-CLASSIFIED FULL-TIME			
Maria Laboy	1/6/2026	Beebe	Special Education Paraprofessional
Kristin Hendricks	1/6/2026	Prairie	Instructional Paraprofessional
Cassidy Wagner	12/19/2025	NNHS	Campus Supervisor
Mariya Ivanova	1/6/2026	Mill Street	Special Education Paraprofessional
Frances Dvorak	1/8/2026	Ellsworth	Senior Secretary
Sherri Olsen	2/2/2026	Highlands	Special Education Paraprofessional
Abbey Grady	1/9/2026	North	Custodian
Ariadna Porcayo Rivera	1/8/2026	Mill Street	Dual Language Paraprofessional
Julie DeSantis	1/15/2026	Transportation	Bus Driver
Ann Pohlkamp	1/13/2026	Ellsworth	Technology Support Associate
Elizabeth Pilarz	1/8/2026	Prairie	Special Education Paraprofessional
Ryan Diamond	1/12/2026	NCHS	Special Education Paraprofessional
Weston Welneck	1/8/2026	Connections	Special Education Paraprofessional

Lizzette Payan Hernandez	1/12/2026	Beebe	Dual Language Paraprofessional
EMPLOYMENT-CLASSIFIED PART-TIME			
Erlyn Magpayo	1/7/2026	District	Classroom Nurse

Charles Cush made a motion to approve the Personnel Report, the Bid: JJHS Roof, and the Bid: Rejection: NNHS Electrical Rigging, as presented, seconded by Kristine Gericke. Those voting yes: McMillen, Kozminski, Blastic, Cush, Gericke, Kelley Black, and Willensky. Those voting no: None. The motion carried.

3. Board Meeting Minutes: 12/15/2025

Kristine Gericke made a motion to approve the Open Session Minutes dated 12/15/2025 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: 12/15/2025

Closed door minutes, more comprehensive. Some things have to be released to the public when they no longer need to be retained.

Kristine Gericke made a motion to approve the Closed Session Minutes dated 12/15/2025, 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. Bid: NNHS Addition

Sent ahead of time-This was presented in April 2024 and approved. Financials have changed. Capital projects are some of our biggest expenses. Concern that we don't have an actual plan. We may need to revisit so we have specific plans. We have talked about a shortfall. Capital projects are expensive. If we vote and approve these, we do not know what these look like. The ROI, what is the perk we get out of that? Before we approve, we should get the plans and are there ways of reducing and what are the tradeoffs? I don't see what the value is in these projects. Do we want to see a plan?

These are already budgeted in for the fiscal year and is coming out of the fund balance as one time expenses. There are some structural issues that these will address. If we hold this out, we will spend more money.

I am comfortable moving on. Recall several conversations with a Board member asking to get these bids in earlier. This has been budgeted. This is not a fancy project. The mobile classrooms needed to go. Student safety is paramount. This was brought to us 18 months ago. Staff has been responsive to the requests of the Board as it relates to this project.

There are blueprints and plans. These bids are to fulfill those plans. This is coming from a cost center that needs to be spent down.

I understand the financial situation we are in and looking at every dollar. These are not nice to dos, these are need to dos. There are good reasons for us to do this project. This has been budgeted and discussed in 2024. Put faith and trust in what has been done. These will benefit students.

This is budgeted for and bids are coming in where we anticipated. You are making recommendations that are within the budget.

I am not saying we change it. I am saying we should see plans. My duty is that we are spending wisely. Back in 2024 there was a budget of 32.9 million. How much has been spent?

Mrs. Brown stated we are right on budget. The Turf project, the storm detention and access road have come in slightly higher. The total final numbers are going to be better than expected.

Is it reasonable? I would like to know how much we are spending on each area. Is that a reasonable request?

Superintendent Bridges responded that the Board approved this project in 2024. The Board received an update with renderings. The Board received renderings on January 17, 2026. The Board says the what and the Administration says the how. The Board can vote no but what came in is what was requested by the Board.

We did receive an update this past weekend. There is nothing new except the itemized bids that we are seeing tonight. The Board is not in the dark on this project. It is so disingenuous for the public to believe that we don't know what is going on with this project.

Thank you to Mrs. Brown and team for looking at ways for efficiencies and sustainable issues. I would like to remind Board members to treat others with respect.

Kristine Gericke made a motion to approve the Bid: NNHS Addition, as presented, seconded by Amanda McMillen. Those voting yes: Cush, McMillen, Kozminski, Blastic, Willensky, and Gericke. Those voting No: Kelley Black. The motion carried.

6. Bid: NCHS Vertical Lift

Do we need this to be ADA compliant?

Mrs. Brown responded, yes we do.

What were the alternative solutions?

Mrs. Brown stated we looked at a number of locations where we could create an alternate cardio space.

Thank you for the thoughtfulness that went into this solution.

Amanda McMillen made a motion to approve the Bid: NCHS Vertical Lift, as presented, seconded by Joe Kozminski. Those voting yes: McMillen, Blastic, Gericke, Willensky, Kelley Black, Cush, and Kozminski. Those voting No: None. The motion carried.

7. Bid: JJHS Roof

8. Bid Rejection: NNHS Electrical Rigging

Policy Consent Agenda

Dr. Cohen, thank you for separating the PRESS release.

Amanda McMillen made a motion to approve the Policy Consent, as presented, seconded by Kristine Gericke. Those voting yes: McMillen, Blastic, Willensky, Gericke, Cush, Kozminski, and Kelley Black. Those voting No: None. The motion carried.

Communications

Written Communications

Freedom of Information Requests:

Kelley Black Freedom of Information Act Request-Business Office Information

Kelley Black Freedom of Information Act Request-Business Office Information

Chicago Tribune Freedom of Information Act Request-Email Information

Sunlight Records Freedom of Information Act Request- Business Office Information

Khja Freedom of Information Act Request-Curriculum Information

CT Mills Freedom of Information Act Request-Human Resources Information

Freedom Foundation Freedom of Information Act Request-Human Resources Information

Malm Legal Freedom of Information Act Request-Student Information

DuPage Policy Journal Freedom of Information Act Request-Business Office Information

DuPage Policy Journal Freedom of Information Act Request-Human Resources Information
Open the Books Freedom of Information Act Request-Email Information
Smart Procure Freedom of Information Act Request-Business Office Information
Arvayo Freedom of Information Act Request-Buildings and Grounds Information
Wenig Freedom of Information Act Request-Transportation Information

Board of Education Reports:

Board member McMillen shared that she attended the KJHS home and School meeting. Appreciated the opportunity to speak with parents. Congratulations on Fundraiser and Blue Ribbon Award. Enjoyed the MLK Breakfast yesterday.

Board member Kozminski appreciate the invitation to the WJHS Home and School meeting. Discussion about the moving on ceremony.

Board member Willensky Visited Elmwood and NCHS with Superintendent Bridges. Nice to visit the facilities. Prairie home and school meeting. Enjoyed meeting SRO Neil Desmond who talked about his role in safety and building relationships with kids.

Vice President Gericke noted the MLK Unity Breakfast is a great event. It is a really nice event and provides some good reflection on MLK's message. Nice to be there with my colleagues.

Board member Kelley Black enjoyed the Unity Breakfast. A lot in attendance are in different government groups. It is a nonpartisan event. Nice to remember to respect each other and the intrinsic value of each person.

President's Report:

President Cush reported on attending the Home and School Presidents' meeting. Nice to learn about all the work they do to support our schools. Attended the NEF meeting. Spoke about the impact of the RISE program and how some of the supports being provided are helping students. I also attended the MLK Unity Breakfast. Organizers have done a great job.

Bills and Claims-there has been a lot of conversation around this topic. Clarified the process and reiterated that our process is a sound process and was referred to as an extra step by the auditor. He referred to the November 17 Board meeting. We have a legal opinion that no Board members are put in jeopardy. All the coding as required by the state are being followed. He shared a check request with the community and the information is included. Any implication that we are not doing this correctly is false. Any questions from the community please contact me.

Board member Kelley Black stated she will post her side on Facebook.

Superintendent's Report:

Board asked for an update on our Student Success Platform.

This is a team effort. Invited Assistant Superintendent for Student Services Melissa McHenry to begin. Allison Boutet, Kim Fricke, Lindsey Haymon, Kim Burke and Kelly Talaga also joined the presentation.

Student Success Platform/MTSS Update

The Naperville 203 administration provided a comprehensive update on the implementation of the Multi-Tiered System of Support (MTSS) and the new Student Success Platform designed to facilitate it. This platform serves as a vital infrastructure to unify holistic student data, allowing educators to identify learning gaps and respond to barriers to education through timely, targeted supports. The MTSS framework is described as a robust, flexible, and student-centered system that addresses academic, social-emotional, and behavioral skills using evidence-based interventions. It operates on a three-tier model where Tier 1 focuses on high-quality, inclusive core instruction for all students to minimize the

need for intensive intervention. Tier 2 provides targeted small-group support for students with specific skill gaps, while Tier 3 offers intensive, individualized interventions.

A central feature of the Student Success Platform is its ability to provide a "whole child" data picture by integrating information on attendance, belonging, behavior, and academic performance. This integrated view helps staff identify trends across grades and ensures continuity as students move through school levels, preventing the need for new teams to "relearn" a student's history. The platform includes a "Student Overview Tile" that functions as an early warning system, using color-coding to alert staff to potential needs in real-time. Educators can perform "universal data dives" to see cohorts and filter for specific risk factors, such as students struggling with both academics and attendance simultaneously. The district's implementation journey has progressed significantly over the past two years, shifting toward a more proactive Tier 1 model. While schools are at different stages of implementation, the administration's goal is for all buildings to have the capacity to utilize the system fully by the end of the current school year. For example, Jefferson Junior High followed a multi-year rollout starting with training in 2024-2025, moving to implementation of consistent procedures in 2025-2026, and aiming for refinement of a school-specific menu of resources by 2026-2027. The system also utilizes standardized intervention menus with defined "SMART" goals and clear entry and exit criteria to ensure accountability and precision.

During the discussion, the administration emphasized that MTSS is not a rigid set of cut scores but a fluid process that values cultural diversity and complies with state and federal regulations. Addressing concerns about data following students indefinitely, officials noted that while longitudinal data is useful for transitions, specific disciplinary details are often restricted to administrative notes to prevent unnecessary stigma. Furthermore, the platform facilitates enhanced family engagement by allowing educators to quickly generate PDF summaries of interventions to share with parents, ensuring transparency and collaboration in the student's growth. Although some data points like attendance and standardized assessments (such as NWEA MAP) have common triggers across the district, final intervention decisions remain individualized based on the specific needs of the student rather than standardized cutoffs.

Board Questions/Comments:

Thank you for your full review and to watch the evolution. There are districtwide systems and the systems for schools. Schools are at different places. When should we see the complete rollout?

Mrs. Boutet noted the goal is by the end of this school year. Next school year, we will be continuing to utilize this. It takes about 3 years and we are at year 1.5. This data is watched closely.

Mrs. McHenry added that there is implementation at each building.

Is this like health care systems where multiple doctors can see the data? This data follows the students across grade levels.

Mrs. McHenry noted that the transition piece is what is valuable for consistency.

How do you prevent a stigma from following a student from level to level?

While the data is longitudinal to help with transitions (such as moving from 8th grade to high school), detailed disciplinary notes are often restricted to administrators. The primary focus of keeping this data is to provide proactive supports rather than to penalize or stigmatize the student.

How is this going to shape our conversations with parents at Parent Teacher conferences?

Mrs. Boutet noted that not all staff knows the details of past events. As students transition from 8th grade to 9th grade-there are some specific information from these platforms to see what students need.

Commend KJHS for looking at the data when I was visiting. This has to change the culture of how staff and Admin work with students. What are we learning?

Ms. Fricke responded that we are collaborating more but the process is efficient. In the past, we might have only focused on lagging skills, now we get a real snapshot of the student in real time. You are looking at more data and pivoting when necessary.

Thank you. It was a wonderful report and it went over the process. I felt like the data was missing but I see this is a new process and the data is coming. Are the screeners the same at every school?

Mrs. Talaga noted that the first screener is NWEA Map.

If we are not using the same screener, then a student may qualify at one school and not at another?

Mrs. Talaga noted that as mentioned from Ms. Fricke and Mrs. Haymon, there is a lot of data being included.

This gives us a lot more insight as to what is working. Need the data to be consistent across the system.

Mrs. Boutet stated that within the MTSS process, there are screeners that are consistent. We put a lot of focus on where we are seeing growth. All educators have access to all the same screeners but they use what is needed for the student. As a Board, you can look at the SIP goals.

I have been to conferences with the people who created this for the state of IL. The main goal is that we have consistency with screeners. We need it to be standardized. You mention that you have a list of potential interventions to choose from, did I hear you say you can customize them.

Ms. Fricke responded there are a plethora of interventions we can choose from but we want to use interventions that work.

I was once asked if funds were not an object, I said an IEP and this feels like it is allowing every student to get what they need.

Mrs. McHenry remarked this allows us to find areas of need quicker and give students what they need.

I am excited that everyone who works with the student can see what has been done.

What are some examples of how we are sharing this information with parents?

Mrs. Burke stated that interventions can be put into pdf format very easily. Can be sent home to parents. We also include parents in the conversations we are having about their student.

Mrs. Boutet added that buildings have a behavior focus team and are responsive to parent concerns. Attendance teams look at data weekly. There are common expectations for reaching out to parents. For Parent Teacher Conferences, it helps up prioritize the topics for discussion, what students we need to focus on. Utilizing the data to make sure students are not falling thru the cracks.

You say you reevaluate every 6-8 weeks; data is live so you can make timely adjustments. Do you have a set goal that we allow a student to be on the system at that level?

Mrs. McHenry stated that while this is new, it does not mean that students have not been receiving support. We do not have students who are not reaching goals for years and years.

Mrs. Talaga added that we are looking at data every week. Staff is exceptional at meeting student needs.

Do we have a timeframe that we have done this for x amount of time?

Mrs. Talaga responded that the platform does not have defined timeframe goals. We can set the timeframe with the SMART goal.

Mrs. McHenry added that we have the continuous data that we continue to monitor. Slide 7 talks about how we move from Tier to Tier.

Staff have large caseloads. I want to make sure we don't have students staying in a tier for a long time. I need consistency.

Mrs. McHenry responded that we don't have cutoffs as we keep it individualized. We can take that feedback.

How do you choose the students who get the services?

Mrs. McHenry noted that decisions are strictly based on student need and how a student is currently responding to interventions.

We already have standards for each student. Tier one is set by ISBE. Other factors are cumulating data. The standards are the same with all the data in one place.

There has to be certain criteria.

Mrs. Boutet remarked that Tier I is standard for all. We have lots of standards. We have the grade level standards that have been created by others not in this room.

If each school has different cutoffs, how is that equitable?
Mrs. Boutet stated we have common criteria at each school for teams to collaborate around.
I appreciate the report.

Discussion without Action:

PRESS Policy Update 120

Superintendent Bridges noted that this is a big update. There are some updates. Review these they are due the end of February. We will continue to review at the next several meetings. Send all questions to Superintendent Bridges and we will keep a running document that will be included in BoardDocs. We will add questions that have been asked. We will bring back for action at the next meeting.

Board/Comments:

None.

Discussion with Action:

Drivers' Education Waiver

Superintendent Bridges recommended approval as presented.

Board Questions/Comments:

None.

Amanda McMillen made a motion to approve the Driver's Education Waiver as presented, seconded by Joe Kozminski. Those voting yes: Gericke, Kozminski, McMillen, Willensky, Kelley Black, Blastic, and Cush. Those voting no: None. The motion carried.

ASA Waiver

Superintendent Bridges recommended approval as presented.

Board Questions/Comments:

None.

Amanda McMillen made a motion to approve the ASA Waiver as presented, seconded by Joe Kozminski. Those voting yes: Kelley Black, Cush, Blastic, McMillen, Kozminski, Willensky, and Gericke. Those voting no: None. The motion carried.

Old Business:

None:

New Business:

None.

Upcoming Events:

Next meeting Monday, February 2, 2026.

Second meeting will be held on Tuesday

Adjournment

Amanda McMillen moved, seconded by Joe Kozminski, to adjourn the meeting at 10:11 p.m. A roll call vote was taken. Those voting yes: Blastic, Willensky, Kelley Black, Kozminski, McMillen, Gericke, and Cush. Those voting no: None. The motion carried.

Approved: February 17, 2026

Charles Cush, President, Board of
Education

Susan Patton, Secretary, Board of
Education