

March 16, 2026

The Board of Education, Community High School District 99, met for its Monthly Business Meeting at 6:30 p.m. on Monday, March 16, 2026 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 and April Finan. Members Christopher Espinoza and Michael Riske were absent.

Also present were Hank Thiele, Superintendent; Gina Ziccardi, Associate Superintendent for Student Learning; Scott Wuggazer, Assistant Superintendent for Student Services; Jeff Bergholtz, Assistant Superintendent for Human Resources; Travis McGuire, Assistant Superintendent for Learning Resources; Phil Howard, Chief Technology Officer; Courtney DeMent, North High Principal; Arwen Lyp, South High Principal; Student Board Member Romina Papavero-Gonzalez; and Juli Gniadek, Secretary.

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

**1. APPROVAL OF MINUTES**

Member Dawson moved and Member Finan seconded the motion that the Board of Education approve the Minutes of the February 23, 2026 Monthly Business Meeting; the February 23, 2026 Closed Meeting; the March 2, 2026 Workshop Meeting; and the March 2, 2026 Closed Meeting.

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

**2. RECEPTION OF VISITORS – PUBLIC COMMENT**

There were no public comments.

**3. TEN-YEAR SAFETY SURVEY REPORT**

Dr. McGuire advised, due to snow-load codes, changes to the Ten-Year Safety Survey Report for South High need to be submitted to the Regional Office of Education (ROE). He stated there are enough dollars in Fund 90 to cover the cost of the additional work if the ROE determines Fund 90 can be used for this work. Additionally, Travis McGuire stated Wight solicited bids from 55 qualified contractors for structural steel and demolition, the two items not awarded at the last meeting because no bids were initially received. Total cost for the two bid packages, according to Dr. McGuire, is just under \$569,000.

Dr. Thiele stated the Board is being asked to take Action on the Ten-Year Life Safety Amendment and the bids later in the meeting.

#### **4. 2026-2027 STAFFING AND CURRICULUM OVERVIEW**

Mr. Bergholtz shared for the 2026-2027 school year there is an overall increase in 1.6 staff members, however there is a decrease in FTE costs due to bringing some students back to T99 from outplacement and some out of District students attending T99 on a tuition basis.

Ms. Ziccardi stated the goal is to provide students with as many opportunities as possible. She reported that in 2026-2027 seven courses will not be running due to low enrollment, down from last year; and 43 standard general education courses will be running with less than twenty students, which is up from last year.

Jake Giblin, South High Associate Principal, shared South High staffing highlights, which include: three sections running of the first AP class offered to freshmen; Fine Arts enrollment is continuing to grow, with an additional five music, two theater and one visual art sections for 2026-2027; for the first year there will be a PE EL Health course; AP Psychology, which went from a single semester course to a year course, is up two sections from last year; and PLTW continues to draw students in. He commended the South High staff on their flexibility, which allows for teachers certified in multiple departments to be assigned to teach courses across the content areas.

North High Associate Principal Keith Palz reported at North High there are also three sections running of the first AP class offered to freshmen; Radio has seen a 40% increase in enrollment and TV has seen a 50% increase; in Fine Arts, requests for vocal classes have gone from 96-167; four levels of Math will be taught by a teacher who has both Math and EL certification; and there is a decline in enrollment in French. Mr. Palz also recognized the flexibility of the North High teachers in helping to ensure students are able to take the courses they were interested in.

The Board discussed enrollment in AVID as well as the effect of transfer students on enrollment. Dr. Thiele stated sectioning is planned so there is enough space and elective options for transfer students.

Mr. Wuggazer reported Special Education staffing is decreasing by .1 FTE at North High, increasing by .8 FTE at South High, and increasing by 4.4 FTE at T99. He stated there is no change in CSSS staffing.

Mr. Bergholtz stated the Board will take Action on the Honorable Dismissal of Teachers, noting these teachers are being released due to an FTE change and some of these teachers will be returning to District 99 with a different FTE. The Board will also take Action on the Non-Renewal of Teachers, according to Mr. Bergholtz. He explained one of the teachers is a Leave of Absence replacement and the other is not a good fit for District 99. Mr. Bergholtz shared the Consent Agenda contains the names of the teachers being renewed.

Dr. Thiele thanked the Board and the entire school community for the strong fiscal position in the District that allows so many courses under 20 students to run, which provides students with more opportunities. He explained a Public Hearing is required by State law if more than five teachers are being released to allow staff and the community to comment on the reduction. Dr. Thiele summarized the financial implications of the staffing allocations by stating there is a 1.6 increase in FTE overall, but a decrease in cost by 2.3 FTE.

**5. WOODRIDGE TIF INTERGOVERNMENTAL AGREEMENT (IGA)**

Hank Thiele presented key points of the IGA, which include an 8% distribution to the taxing bodies, which gives District 99 some revenue without having to wait 23 years; and if the development is residential, and the District sees an increase in the student population which has an impact on the District's facilities and infrastructure, there is an avenue for additional reimbursement. Dr. Thiele stated the Board's attorney and the Administration feel the IGA protects District 99 and recommends the Board vote at the next meeting to allow him to sign it.

**6. 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.

**7. PUBLIC HEARING – HONORABLE DISMISSAL OF TEACHERS**

President Renner stated the next agenda item is a Public Hearing on the proposed reduction in force of teachers. He stated this hearing is held in line with Section 24-12 of the Illinois School Code, which provides for the hearing when the number of teachers to be reduced due to economic necessity is greater than 5 or 150% of the average number of teachers honorably dismissed in the preceding 3 years, whichever is more. President Renner further stated, while the reductions contemplated later in this evening's agenda are not based on economic necessity, we are holding the hearing with the intent of giving both the teaching staff and the public notice of layoffs and the opportunity to express their views.

President Renner stated, to be clear, the reductions in force contemplated later in this evening's agenda will not impact educational programming and are not based on economic necessity. He noted these reductions are based on course selections for the upcoming school year.

No one addressed the Board.

Member Dawson moved and Member Finan seconded the motion that the Public Hearing be closed.

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

**8. CONSENT AGENDA**

Member Finan moved and Member Dawson seconded the motion for the Board of Education to approve the Consent Agenda as presented, which includes: A. Personnel Report -2026-2027 Fifth Year Full Time Renewals; 2026-2027 Fourth Year Full Time Renewals; 2026-2027 Third Year Full Time Renewals; 2026-2027 Non-Tenure Full Time Renewals; 2026-2027 Non-Tenure Part Time Renewals; Appointment-Administration; Appointment-Classified; Transfer of Position-Classified; B. Personnel Report - Resignation-Certified; Resignation-Classified; C. February Treasurer's Report and Financial Pages; D. Student Trips; E. Illinois High School Association (IHSA) Membership - July 1, 2026-June 30, 2027; F. Proposed Revised 2026-2027 Calendar; and G. Proposed 2027-2028 Calendar.

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

**9. APPROVAL OF THE RESOLUTION AUTHORIZING NOTICE OF HONORABLE DISMISSAL OF NON-TENURED TEACHERS OTHER THAN FINAL-YEAR PROBATIONARY TEACHERS**

Member Casten moved and Member Dawson seconded the motion for the Board of Education to adopt the Resolution Authorizing Notice of Honorable Dismissal of Non-Tenured Teachers Other than Final Year Probationary Teachers and that the President and Secretary be authorized to sign same.

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

**10. APPROVAL OF THE RESOLUTION AUTHORIZING NOTICE OF NON-RENEWAL TO NON-TENURED TEACHERS OTHER THAN FINAL-YEAR PROBATIONARY TEACHERS**

Member Finan moved and Member Courtney seconded the motion for the Board of Education to adopt the Resolution Authorizing Notice of Non-Renewal to Non-Tenured Teachers Other than Final Year Probationary Teachers and that the President and Secretary be authorized to sign same.

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

**11. APPROVAL OF THE APPLICATION FOR APPROVAL OF TEN-YEAR SAFETY SURVEY REPORT**

Member Dawson moved and Member Courtney seconded the motion for the Board of Education to approve the Ten-Year Safety Survey Report.

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

**12. APPROVAL OF 2026 HEALTH LIFE SAFETY (HLS) IMPROVEMENTS**

Member Dawson moved and Member Courtney seconded the motion for the Board of Education to approve contracts for Life Safety Work at North High and South High in the aggregate amount of \$568,956.

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

**13. SUPERINTENDENT COMMENT**

Dr. Thiele congratulated all teachers who are returning. He introduced Dr. Amanda Brode-Rico, who the Board approved as Dr. McGuire's replacement. The Board welcomed Dr. Brode-Rico.

#### **14. OLD BUSINESS**

None.

#### **15. NEW BUSINESS – POLICY COMMITTEE REPORT – FIRST READING OF POLICIES**

Dr. Thiele stated many of the changes to the listed policies are clerical in nature or are related to State or federal law changes. He noted the proposed changes to policy 2.140 were recommended by Member Casten and have been reviewed by the District's attorneys. These policies will be brought forward next month for approval, according to Dr. Thiele. He asked that anyone with questions reach out to President Renner or Member Espinoza, who are members of the Policy Committee, or himself.

- 2.120, Board Member Development
- 2.140, Communications to and From the Board
- 2.150, Committees
- 2.270, Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited
- 4.10, Fiscal and Business Management
- 4.20, Fund Balances
- 4.30, Revenue and Investments
- 4.80, Accounting and Audits
- 4.150, Facility Management and Building Programs
- 5.10, Equal Employment Opportunity and Minority Recruitment
- 5.50, Drug- and Alcohol-Free Workplace, E-Cigarette, Tobacco, and Cannabis Prohibition
- 5.90, Abused and Neglected Child Reporting
- 5.100, Staff Development Program
- 5.200, Terms and Conditions of Employment and Dismissal
- 5.280, Duties and Qualifications
- 5.300, Schedules and Employment Year
- 6.20, School Year Calendar and Day
- 6.40, Curriculum Development
- 6.60, Curriculum Content
- 6.160, English Learners
- 6.270, Counseling and Student Support Services Program
- 6.300, Graduation Requirements
- 6.310, High School Credit for Non-District Experiences; Course Substitutions; Re-Entering Students
- 6.315, High School Credit for Students in Grades 7 or 8
- 7.70, Attendance and Truancy
- 7.150, Agency and Law Enforcement Requests Police Interviews
- 7.180, Prevention of and Response to Bullying, Intimidation, and Harassment
- 7.190, Student Behavior
- 7.290, Suicide and Depression Awareness and Prevention
- 7.315, Restrictions on Publications; High Schools

- 7.340, Student Records
- 8.30, Visitors and Conduct on School Property

**16. RECEPTION OF VISITORS – PUBLIC COMMENT**

There were no public comments.

**17. REPORT ON LEGISLATIVE EDUCATION NETWORK OF DUPAGE (LEND)**

Member Casten reported the Governor will be signing a cell phone policy, but schools who already have a cell phone policy in place will be grandfathered in until 2030. She shared the funding of Mandated Categoricals and ensuring federal funding does not decrease are areas of focus. Dr. Thiele stated there are 1,009 bills proposed that impact education.

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

Hank Thiele reported the main topics being discussed are staffing and facilities.

**19. REPORT ON DISTRICT 99 EDUCATION FOUNDATION**

No report.

**20. REPORT ON ILLINOIS ASSOCIATION OF SCHOOL BOARDS (IASB)**

Member Dawson reported March 24 is the IASB advocacy day in Springfield, and IASB is working on a new path for paraprofessionals with a temporary license to get a permanent license, due to the shortage of paraprofessionals.

**21. REPORT ON DOWNERS GROVE VILLAGE COUNCIL**

No report.

**22. UPCOMING BOARD OF EDUCATION MEETINGS**

President Renner announced the following meeting date:

April 20, 2026                      Monthly Business Meeting – 6:30 p.m. – ASC

He stated the April 6, 2026 Workshop Meeting is canceled.

**23. CLOSED SESSION**

Member Dawson moved and Member Casten seconded the motion that the meeting be adjourned to Closed Session for the purpose of discussing:

- A. **OMA Exception (1) Personnel:** The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public

body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1).

- B. OMA Exception (2) Collective negotiating matters:** 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, Casten, Courtney, Finan 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 7:27 p.m.

#### **24. RECONVENE TO REGULAR SESSION**

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 and April Finan. Members Christopher Espinoza and Michael Riske were absent.

Also present were Hank Thiele, Superintendent; Jeff Bergholtz, Assistant Superintendent for Human Resources; and Juli Gniadek, Secretary.


#### **25. RESIGNATION AGREEMENT - TENURED TEACHER**

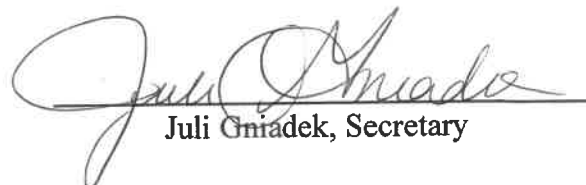
Member Casten moved and Member Dawson seconded the motion for the Board of Education to approve the Resignation Agreement - Tenured Teacher.

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

#### **26. ADJOURNMENT**

There being no further business or discussion, Member Dawson moved and Member Casten seconded the motion that the meeting be adjourned. Upon the unanimous voice vote of the five members in attendance, the President declared the motion carried. The meeting adjourned at 8:00 p.m.

  
Don Renner, President

  
Juli Gniadek, Secretary

