
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
March 16, 2026, AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

President Charles Cush called the meeting to order at 6:01 p.m. Board members present: Charles Cush, Kristine Gericke, Melissa Kelley Black, Amanda McMillen, Holly Blastic, Marc Willensky, and Joe Kozminski.

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,
Lisa Xagas, Assistant Superintendent for Strategy and Engagement,

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. 02/17/2026, 03/02/2026.
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, Kozminski, McMillen, Willensky, and Kelley Black. 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 Joe Kozminski, to return to Open Session at 7:06 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: Breyland Partee.

Administrators present: Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Administrative Services, Mark Cohen, Deputy Superintendent/High Schools, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant Superintendent for Leadership and School Services, Meredith Haugens, Assistant Superintendent for Human Resources, Rakeda Leaks, Executive Director for Diversity, Equity, Inclusion and Belonging, Katie Matthews, Assistant Superintendent for Elementary Education, Melissa McHenry, Assistant Superintendent for Student Services, Patrick Nolten, Assistant Superintendent for Assessment and Accountability, Jayne Willard, Assistant Superintendent for Curriculum and Instruction, and Lisa Xagas, Assistant Superintendent for Strategy and Engagement.

Pledge of Allegiance:
Led by Scott Elementary School students.

Good News

Naperville Central & Naperville North students participated in a Business Showcase for their INCubator and ACCELerator classes.

Groups got to share and pitch their business startup projects during lunch hours, with professional mentors also in attendance to give their feedback to students!

On February 26th, Sean Rauhen was recognized as Naperville 203's CTE teacher of the year at DuPage Area Occupational Education System's CTE Instructor Celebration.

Sean is the Veterinary Science and Agriculture teacher at Naperville Central. Congratulations!

Caitrin Gruchot, Director of Student Services, received the Trailblazer Award from the Illinois Alliance of Administrators of Special Education. This award recognizes an early-career special education leader making a big impact. Congrats Caitrin!

Last weekend, District 203 participated in the 4th annual Mental Health and Wellness Symposium, in collaboration with Indian Prairie School District 204, East Aurora School District 131, and Oswego Community Unit School District 308.

This free community event offered education, resources, and connections while helping to reduce barriers to mental health information and support. Adults and students participated in keynote presentations, breakout sessions, experience sessions, a community resource fair, and a book fair.

Both the Naperville North and Naperville Central Color Guards competed in the WGI Chicago Regional competition on February 28th.

WGI (Winter Guard International) Sport of the Arts is the world's premier organization producing indoor color guard, percussion, and winds competitions. Naperville Central's team placed 1st and Naperville North's placed 17th. Great job!

Three eighth-graders from Lincoln Junior High School traveled to Springfield to testify in committee to support their bill proposing the Black and Gold Bumblebee as the state bee of Illinois. The bill passed out of committee with a unanimous vote and will now move to the House floor.

The students worked with Illinois State Representative Janet Yang Rohr's office to elevate the voices of students from across the entire state in this endeavor. Go Lancers!

Student Ambassador Reports

NNHS-Breyland Partee

Good evening. My name is Breyland Partee, I am a Junior at Naperville North High School.

- First, I'd like to acknowledge the excitement of our seniors, who recently picked up their caps and gowns, marking another milestone on their path to graduation. On the same day, we filmed

the senior portion of this year's lip dub, and our students also enjoyed the hypnotist assembly, a beloved Naperville North tradition.

- In athletics, we're proud to recognize our all-state swimmers in the 200-yard medley relay, including Joshua Leu, Carter Scieple, Maksim Fedorovsky, and Hudson Labinsky. Our 200 freestyle relay and 400 freestyle relay teams, comprised of Maksim Fedorovsky, Joshua Leu, Kevin Chen, and Hudson Labinsky, also achieved great success. Additionally, Ben Hanson, Hudson Labinsky, and Maksim Fedorovsky qualified individually in their respective events.
- Grace Kaufman finished 5th in the ISHA State AWD Tournament, and Tavfik Ibragimov placed 4th in the ISHA 3A State Wrestling Tournament. Our Math Team, placed 4th in the North Suburban Math League.
- Mr. Sniadecki, was honored as the WGN News Teacher of the Month for March. This recognition highlights the strong relationships and supports our staff provide to students every day.
- The Naperville North Booster Club's annual fashion show was a huge success, with nearly 100 students participating as models. The event not only raised money for our sports teams and student activities but also showcased the school spirit and community involvement that makes Naperville North so special.
- Our school also hosted the second annual International College Takeover, which brought over 20 universities from around the world to our campus. This event provided students with a unique opportunity to explore higher education options beyond the United States.
- Three Naperville North students and two Naperville Central students participated in the State Superintendents Student Advisory Committee in Springfield, where they shared their ideas and perspectives on education with state leaders. We're particularly proud of Jeffery Tong, who serves on the Student Executive Board.
- Students from Naperville North and Naperville Central participated in Dress Up 203, an event that provides complimentary prom dresses to students in need. We're grateful to the parents and staff volunteers who made this event possible.
- This week is Spring Week, which includes Airband, the spring assembly, and the spring dance. These events will help strengthen our school community and celebrate student involvement.
- All spring sports have officially started, and competitions will begin this week, weather permitting. We're looking forward to seeing our athletes represent Naperville North and supporting them throughout the spring season.

Public Hearing-Regarding the Proposed Reduction in Force and Honorable Dismissal of teachers for 2026-2027

Administrator's Comments:

Superintendent Bridges opened the public hearing by acknowledging the significant community feedback regarding the proposed teacher layoffs, describing the outpouring of support as a testament to the high caliber of the district's staff. While expressing personal heartbreak over the situation, he emphasized that the administration was acting on a board directive to address a \$12.4 million structural deficit projected for the 2026-2027 fiscal year. He noted that this financial imbalance was caused by several factors: the expiration of \$10 million in federal pandemic recovery funds, a return to normal interest income levels after historic post-pandemic highs, and the state's failure to fully fund mandated categories like transportation and special education. He further noted that while student enrollment has declined over the past decade, certified staffing has increased, and property tax caps have limited the district's ability to keep revenue in line with rising business costs.

Mr. Bridges detailed the administration's efforts to minimize the impact on personnel, including identifying over \$4 million in discretionary spending cuts and utilizing natural attrition and retirement incentives. With salaries and benefits making up over 80% of the budget, he stated that staffing adjustments were unavoidable to eliminate the deficit. He invited Assistant Superintendent for Human Resources, Dr. Meredith Haugens, to give an overview of the process.

Dr. Haugens provided an overview of the Reduction in Force process. She noted that it is dictated by School Code. Union leadership was in the room as these reductions were made.

Superintendent Bridges restated his gratitude for the staff's dedication, maintaining that the recommendation was a necessary response to the board's requirement to balance the budget.

Public Comments:

President Cush gave the parameters for public Comments.

Over 60 members of the community shared their thoughts regarding the proposed Reduction in Force and honorable dismissal of 38 teachers for the 2026-2027 school year. Comments were characterized by an unified community plea for the Board of Education to prioritize educators over capital projects and numbers on spreadsheets. Students, teachers, and parents overwhelmingly argued that the layoffs would have a devastating and lasting impact on the quality of education, student well-being, and the district's long-term excellence.

A primary theme across the comments was the rejection of the seniority-based dismissal system, which participants claimed removes the most energetic, passionate, and innovative young educators who have built deep connections with their students. Specific educators were frequently cited for their extraordinary impact as teachers, coaches, and mentors, with students presenting petitions containing a number of signatures urging the board to keep these teachers.

Community members expressed deep frustration over the district's fiscal management, specifically criticizing the decision to move forward with multi-million dollar capital projects—such as a \$12.4 million bus facility, new turf fields, and building renovations claiming teacher layoffs seemed to be the only solution being considered to address the structural deficit. The community highlighted a critical contradiction in the district's public emphasis on mental health, noting that the RIF would eliminate vital counseling and social-emotional support roles, leading to caseloads that exceed national recommendations and reducing access to care for students in crisis.

Veteran teachers and parents urged the board to "slow down" and adopt a more gradual approach by utilizing the district's "rainy day" fund balance to bridge the gap and allowing for staff reductions to occur through natural attrition and retirements over the next few years. Speakers warned that these layoffs would permanently damage the district's reputation as a destination district, discouraging future talent from applying and creating a toxic culture of instability and low morale among the remaining staff.

Board of Education Comments:

Thank you to everyone in the audience and at home. The voices are unified and I thank you so much for speaking about our amazing educators. Thanked the Administrators who have worked hard to address this deficit. Can you clarify that the numbers of the discretionary and duplicative spending are about \$4 million. What is the saving of the retirement and attrition?

Mr. Frances stated recently had teachers sign up for that, the estimated saving is about \$167,000 saving. The attrition was already included in the original projections.

How much is the RIF projected to save us?

Mr. Frances stated the Rif Proposal is about \$8 million in savings.

What is left if we just apply attrition?

Mrs. Xagas stated that is about \$2.7 million.

This would be our first time passing a deficit budget. If we slow down, it would be addressed again next year. In favor of not approving the RIF.

Board member thanked all for speaking and the young people who spoke. Timelines of how we got here. Why do we make these decisions. When did the deficit start? Board member shared her perceptions of recent deficits. 2021-2022 had a deficit, 2023-2024-\$5 million deficit-was amended to not have a \$5 million deficit to have a \$12 million deficit. We transferred a lot of money from the education fund to fund capital projects. 2024-2025 had a \$12 Million deficit, 2025-2026 approved with a \$25 Million deficit. In our audits we overspent- I will be voting against it all.

Board member was amazed with the students here tonight. Important that we hear from the community. Address the deficits, we are talking about two different things. The AFR is one perspective.

Mr. Frances responded that Superintendent Bridges has brought the reports multiple times to the Board when there is an overage, Board Policy 4.20 states where it is to go.

Policy 4.20 is similar to receiving a bonus would not be used to pay for recurring costs.

Mr. Frances noted that is correct. That is why the Board adopted that policy.

We need to make decisions based on facts.

Thank you for all the engagement. Students you are the experts on your experiences. Staff, thank you for teaching these students. To the staff who took the incentive, thank you for the lives you have touched. In November, I wanted us to be aggressive. We should have started with materials. The number we received tonight we should have gotten in January. We will still have issues if we do not pass this RIF. It is our job to listen.

I appreciate everyone coming out. This is worse than COVID. I appreciate all of the feedback. In favor of ripping off the bandaid and doing this in one go. \$2.7 million is something we can overcome. Do you have projected retirements and attritions in future years? Can we do this with a smaller RIF. I hate to leave the notion of a RIF hanging.

Superintendent Bridges noted that we know retirements in 26-27. Resignations are harder to predict.

Dr. Haugens added that usually retirements are in the upper 20's every year.

What about the number of attritions?

Dr. Haugens responded there is not a way to predict what known attrition is outside of retirements. I would have to analyze the last couple of years.

If we take the \$2.7 million, will we operate in a deficit? What does it make us look like for ISBE, etc. Short term and long term? Trying to understand the big picture.

Mr. Frances responded that as reported with Financial projections, we have to amend the current budget. The spending at transportation and KJHS will need to be added to the amended budget. I am anticipating we will end this year at the top range of the Fund Balance. These are ongoing costs so it will become larger over time. It will have an immediate impact on the ISBE Financial Profile score. It will fall to 3.3. It will put us in financial review. Need to be aware of that trajectory. Size of the deficit will impact how some people on the outside view us.

Would we recover our top ratings as fast as we balance our operating budget?

Mr. Frances noted that we would get back to a four, but the fund balance would not recover.

To clarify, if we do not move forward with the RIF-but we move forward with the other cuts, where would we be?

Mrs. Xagas responded that the \$2.7 is only the 38 people on the list. With the added Support Personnel, it would be about \$3.7 million. NESPA has a retirement incentive they are discussing.

Dr. Haugens added, we cannot give a number.

Mr. Frances added the numbers are based on the budget we are building. It might be slightly different. We cannot say that until we continue to build the budget and actually see it. I don't want to give a number.

Superintendent noted there a number of things on the agenda will be impacting the 2026-2027 budget.

There has been speculation on class sizes. Can you talk about what they would move to?

Mrs. Matthews stated the target is 25-27. Many would be below that.

Superintendent Bridges shared class size numbers currently junior high school and the core academic range is 22.3 to 26.5 and high school ranges from 21.2 to 24.3.

These are in core academic according to Board Policy 6.32 where the aspirational goal is between 20 and 30.

Not moving forward with this proposal would that flatten the decline of the fund balance?

Is there a risk that we could have to add some funds to the Insurance Fund?

Mr. Frances stated we are self funded. We are the insurance company, BCBS administers the plan. We may have to inject some funds to slow the decline. These are discussions the insurance will have to have. We are still above funding levels. The budget was built to absorb the overages.

Look at the reports. Frustrated by the lack of numbers. We don't know how the money is spent. These big numbers don't work. Need clarity of information. No report that provides the information.

Superintendent Bridges repeated that our processes have been reviewed by legal counsel and outside auditors. All accounting and codes are in accordance with ISBE.

The problem I have is that you are recommending deficit budgets. What do we owe the community? What do we have access to?

Superintendent Bridges stated that he will not be accused of not following legal requirements.

You are able to have your opinion. You are one Board member. If the Board as a whole wants to change the process, we will.

I do not appreciate the using the Superintendent as a scapegoat when the Board directed them to close this budget gap. We need to be respectful and believe that everyone has good intent.

This is a procedural question-how do we move ahead and take a vote?

Superintendent Bridges stated we will need to close the public hearing then move the agenda item upward.

This was done at the Board's direction to reduce or close the deficit. We wanted to know what it would look like. They already identified \$4 million before we even we started talking about staff. We said we did not want to impact student facing positions. These were all done at the direction of the Board. Nothing has been hidden. We have been working to keep these resources in place for our students. Have tried to be sure that students have what they need to succeed.

Sometimes buildings are important for students. All of that goes into the education of students. Thanks to everyone here. Nights like tonight make me really proud of the district. Thank you for your advocacy. If we do not approve this RIF, we will still have a deficit and we will have to continue to have discussions around the deficit. We will have to continue to have the dialogue. We asked the Superintendent to close this in one year. He shared what Board members review with Bills and Claims. Verify information.

Close Public Hearing on Reduction in Force

Amanda McMillen made a motion to close the Public Hearing at 11:46pm, seconded by Holly Blastic. Those voting yes: McMillen, Kozminski, Blastic, Cush, Gericke, Kelley Black, and Willensky. Those voting no: None. The motion carried.

Amanda McMillen made a motion to modify the agenda and move Resolution Authorizing Proposed Honorable Dismissal of Teachers to earlier in the meeting agenda, seconded by Holly Blastic. Those voting yes: Kozminski, Cush, Willensky, McMillen, Blastic, Kelley Black, and Gericke. Those voting no: None. The motion carried.

Resolution Authorizing Proposed Honorable Dismissal of Teachers

Amanda McMillen made a motion to approve the Resolution Authorizing Proposed Honorable Dismissal of Teachers, seconded by Kristine Gericke. Those voting yes: None. Those voting no: Blastic, Kelley Black, Willensky, Gericke, McMillen, Kozminski, and Cush. The motion did not carry.

Resolution Authorizing Honorable Dismissal of Teachers

No action necessary.

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.

Board agreed by consensus at the February 2, 2026, Board of Education meeting. Each Board member will get three minutes per agenda topic to ask questions. The Board may agree to ask a second set of questions.

Monthly Reports

- **Treasury Report-** The Board received the January Treasury Report
- **Investments-** The Board received the January Investment Report
- **Insurance-** The Board received the January Insurance Report
- **Budget-** The Board Received the January Budget Report

Action by Consent:

1. Bills and Claims from WARRANT NO. 1074244 THRU WARRANT NO. 1074761 AND WARRANT NO. 9000000152 TOTALING \$27,064,992.22 FOR THE PERIOD OF February 18, 2026, TO March 16, 2026.

Amanda McMillen reviewed Bills and Claims with Michelle Swope.

2. Personnel Report

	Effective Date	Location	Position
RESIGNATION-ADMINISTRATION			
Sima Thurman	6/30/2026	Mill St.	Principal
Danielle Culberson	6/30/2026	Elmwood	Principal
Katie Matthews	6/30/2026	PSAC	Assistant Superintendent - Elementary Education
Mark Cohen	6/30/2026	PSAC	Deputy Superintendent
RETIREMENT-CERTIFIED			
Carol Higgins	5/22/2026	LJHS	Learning Behavior Specialist
Victoria Curless	5/22/2026	WJHS	Health Teacher
Linda Bennett	5/22/2026	NCHS	Science Teacher

RESIGNATION-CERTIFIED			
Evan Kocsis	6/1/2026	Scott	1st Grade Teacher
Ashley Slowik	8/9/2026	Scott	Learning Commons Teacher
Erin Yee	8/9/2026	Meadow Glens	3rd Grade Teacher
Sydney Wagner	8/9/2026	Prairie	1st Grade Teacher
Mylene Dial	5/22/2026	Scott	3rd Grade Teacher
Abigail Smith	8/9/2026	KJHS	School Counselor
Natalie Harmening	8/9/2026	NNHS	Math Teacher
Sibila Mabbott	8/9/2026	Mill Street	5th Grade Dual Language
Meaghan Johnston	8/9/2026	JJHS	World Language- Spanish
Anna Loveless	8/9/2026	MJHS	Learning Behavior Support
Kevin Walsh	8/9/2026	MJHS/KJHS	PE Teacher
RETIREMENT-CLASSIFIED			
Shari Anderson	5/26/2026	NCHS	Senior Secretary-Activities
Barbara Altosino	7/31/2026	Steeple Run	Technology Support Associate
Karen Buell	7/31/2026	Maplebrook	Technology Support Associate
Janice Greco	6/30/2026	Maplebrook	Instructional Paraprofessional
Thomas Malamos	7/31/2026	PSAC	Manager-Indoor Air Quality
Sarah Kempin	5/19/2026	PSAC	Telecommunication Specialist
Monica Baidya	7/31/2026	Prairie	Behavior Support Paraprofessional
Janet Phillips	5/25/2026	Kingsley	Special Education Paraprofessional
RESIGNATION-CLASSIFIED			
Elizabeth Rodgers	2/28/2026	Maplebrook	Special Education Paraprofessional
Chad Wietting	3/16/2026	Meadow Glens	Head Custodian
Greg McClain	3/8/2026	Transportation	Bus Driver
Kristen Napekoski	3/6/2026	District	Classroom Nurse
EMPLOYMENT-CLASSIFIED FULL-TIME			
Adriana Zermeno	2/27/2026	NNHS	Senior Secretary - Activities
Christine Gliori	3/2/2026	NNHS	Classroom Nurse
Pete Matsas	3/23/2026	Mill St	Head Custodian
Cecilia Jones	3/4/2026	Kingsley	Special Education Paraprofessional
Daniel Schreiber	3/6/2026	Transportation	Bus Driver
Charles Schmelzer	3/10/2026	NCHS	Auditorium Manager

Amanda McMillen made a motion to approve WARRANT NO. 1074244 THRU WARRANT NO. 1074761 AND WARRANT NO. 9000000152 TOTALING \$27,064,992.22 FOR THE PERIOD OF February 18, 2026, TO March 16, 2026, and the Personnel Report, seconded by Joe Kozminski. Those voting yes: Cush, Blastic, Willensky, Kozminski, McMillen, and Gericke. Those voting No: Kelley Black. The motion carried.

3. Board Meeting Minutes: 02/17/2026 and 03/02/2026

Amanda McMillen made a motion to approve the Open Session Minutes dated 02/17/2026, as presented, seconded by Kristine Gericke. Those voting yes: McMillen, Kozminski, Blastic, Willensky, and Gericke. Those voting No: None. Abstain: Cush and Kelley Black. The motion carried.

Amanda McMillen made a motion to approve the Open Session Minutes dated 03/02/2026, as presented, seconded by Kristine Gericke. Those voting yes: McMillen, Blastic, Gericke, Willensky, Cush, and Kozminski. Those voting No: Kelley Black. The motion carried.

4. Closed Meeting Minutes: 02/17/2026 and 03/02/2026

Amanda McMillen made a motion to approve the Closed Session Minutes dated 02/17/2026, as presented, seconded by Kristine Gericke. Those voting yes: McMillen, Blastic, Willensky, Kozminski, and Gericke. Those voting No: Kelley Black. Abstain: Cush. The motion carried.

Amanda McMillen made a motion to approve the Closed Session Minutes dated 03/02/2026, as presented, seconded by Kristine Gericke. Those voting yes: McMillen, Kozminski, Willensky, Cush, Gericke, and Blastic. Those voting No: Kelley Black. The motion carried.

5. Certified Employees recommended for reemployment and dismissal, full time, part time, temporary and permanent substitutes.

There has been confusion as to who isn't going to be called back so I am not getting rid of anyone.

Board Member Willensky will recuse himself.

Amanda McMillen made a motion to approve Certified Employees recommended for reemployment and dismissal, seconded by Kristine Gericke. Those voting yes: McMillen, Blastic, Gericke, Cush, and Kozminski. Those voting No: Kelley Black. Abstain: Willensky. The motion carried.

6. Educational Support Personnel recommended for dismissal, time sheet, instructional assistants, and temporary positions

I am not getting rid of anyone until we have a clear path and we know exactly what is going on.

Can you explain the yearly process?

Dr. Haugens stated that the item you just approved was the dismissal of non-tenure teachers but also the reemployment of non-tenure teachers that comes annually every March. The employees in this item are our temporary positions that arise with needs of the current school year.

As I understand it, this is state mandated?

Dr. Haugens responded, correct and communication needs to be given by April 15.

This has not been a typical year and I will not release anyone.

Amanda McMillen made a motion to approve the Educational Support Personnel recommended for dismissal, time sheet, instructional assistants, and temporary positions, as presented, seconded by Kristine Gericke. Those voting yes: Gericke, Kozminski, McMillen, Willensky, Blastic, and Cush. Those voting No: Kelley Black. The motion carried.

7. Administrator Contract Renewal

Thought we were protecting Administrators while getting rid of other employees. I am not getting rid of anyone so I will approve.

I want additional information. We will have some changes. We need to have more discussion on these positions I did not know that these had to be approved by March 31. I am disappointed that we did not have more information before now. I hope we discuss this differently next year and get community input.

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

8. IHSA Membership Renewal 2026-2027

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

Communications

Written Communications

Freedom of Information Requests:

Arvayo Freedom of Information Act Request-Buildings and Grounds Information

Arvayo Freedom of Information Act Request- Buildings and Grounds Information

Databid Freedom of Information Act Request- Business Office Information

Sunlight Records Freedom of Information Act Request- Learning Services Information

CT Mills Freedom of Information Act Request-Human Resources Information

Yao Freedom of Information Act Request- Human Resources Information

Board of Education Reports:

Board member McMillen along with Board member Blastic reported on the Policy committee meetings. The committees had students, staff and parents. Had good conversation around the data with discipline. Some good news in some areas seeing large decreases. Seeing results. Great meetings Appreciate the feedback from students.

Board member Blastic added that she saw vulnerability from students. Heard how the supports have helped with discipline and making a more welcoming environment.

Board member Kozminski reported on meeting with the Superintendent's Community Advisory Council, appreciated the discussion with around 25 members of the community. Discussion around communication.

Board member Blastic added that it was a wonderful meeting. Balanced with direct feedback around communication.

Vice President Gericke reminded the Board and community of the NEF Building a Passion Breakfast, Thursday, April 16 at Bobaks. Wonderful opportunity to see the ways they impact our students. 7:00am.

President's Report:

President Cush reported on his attendance at the NNHS Home and School meeting. Matthew Sniadaki won the WGN Teacher of the month. Attended the General home and school meeting.

Superintendent's Report:

None.

Discussion without Action:

None.

Discussion with Action:

EC-12 Certified Staffing & District SPED Projection

Superintendent Bridges noted that the initial recommendation based on closing the gap.

Board Questions/Comments:

What is the ramification of waiting?

Superintendent Bridges stated that it will impact the hiring of qualified staff. Could vote to amend the numbers.

Can I make an amendment?

After all we have been through and the late hour, losing good candidates is not going to be an issue.

We need to know which positions we would be filling.

Mrs. Boutet noted the positions we are talking about are the retirements and attritions that still need to be filled. Even a few weeks can make it difficult. Those who were not RIFFed will still have jobs.

We don't know the positions that we need to fill.

Since the RIF did not move forward, we can amend the number.

I appreciate the context around hiring quality candidates as it can be challenging. I am comfortable to amend.

Amanda McMillen made a motion to approve the EC-12 Staffing as amended with a reduction of approximately 50 positions for the 2026-2027 School year, seconded by Joe Kozminski. Those voting yes: Willensky, McMillen, Kozminski, Gericke, and Cush. Those voting No: Blastic and Kelley Black. The motion carried.

Old Business: None:

New Business: None.

Upcoming Events: E Learning Due to Election March 17, 2026 April 6, 2026, next Board of Education meeting.

Adjournment

Amanda McMillen moved, seconded by Joe Kozminski, to adjourn the meeting at 12:18 am. 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: April 20, 2026

Charles Cush, President, Board of
Education

Susan Patton, Secretary, Board of
Education