
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.
June 1, 2026, AT 7:00 P.M., CLOSED SESSION 5:30 p.m.

Call to order

President Charles Cush called the meeting to order at 5:32 p.m. Board members present: Charles Cush, Melissa Kelley Black, Joe Kozminski, and Marc Willensky, Kristine Gericke, and Amanda McMillen. Absent: Holly Blastic.

Administrators present were:

Dan Bridges, Superintendent,
Dr. Mark Cohen, Deputy Superintendent High Schools,
Dr. Meredith Haugens, Assistant Superintendent for Human Resources,
Michael Frances, Chief Financial 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 5:32 p.m. for consideration of:

1. Pursuant to 5 ILCS120/2(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.
2. 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.

A roll call vote was taken, those voting yes: Cush, Gericke, Kelley Black, Kozminski, McMillen, and Willensky. Those voting no: None. The motion carried.

The Board of Education entered closed session at 5:32 p.m.

Meeting Opening

Amanda McMillen made a motion, seconded by Joe Kozminski to return to Open Session at 7:23 pm. A roll call vote was taken. Those voting yes: McMillen, Gericke, Blastic, Kelley Black, Willensky, Cush, and Kozminski. 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, Amanda McMillen, Joe Kozminski, and Marc Willensky. Absent: Holly Blastic.

Pledge of Allegiance

Led by the Board of Education

Administrators present: Dan Bridges, Superintendent, Chuck Freundt, Assistant Superintendent for Leadership and School Services, Mark Cohen, Deputy Superintendent/High Schools, Michael Frances, Chief Financial Officer/CSBO, Chuck Freudt, Assistant Superintendent for Leadership and School Services, Meredith Haugens, Assistant Superintendent for Human Resources, Katie Matthews,

Assistant Superintendent for Elementary, Allison Boutet, Assistant Superintendent for Middle Schools, Melissa McHenry, Assistant Superintendent for Student Services.

Recognition:

Good News:

13 students were awarded scholarships at the Rotary Club of Naperville's 2026 Youth Scholarship Awards, including 6 District 203 students. The students who received these scholarship awards exemplify the Rotary Club's commitment to "Service Above Self".

A huge congratulations to Shriya Kunnanath at Naperville Central, and Alexander Amato, William Eloie, Avary Kinley, Ainsley Labiak, and Juliet Parrott at Naperville North.

A group of automotive students from Naperville North earned their industry-recognized ASE Entry-Level Certifications.

The National Institute for Automotive Service Excellence (ASE) Entry-Level Certification indicates that these students have a satisfactory level of practical knowledge-based readiness for the workforce if they seek careers in the automotive service industry. This certification is the first step in building career credentials for an automotive service professional. Congratulations!

A few months ago, we shared a story about advocacy work being done by Naperville Central student Ashlynn Goldstein [Ash-LIN Gold-STEEN]. She has been championing for a change in CPR training procedures to feature female manikins, due to the disparity in cardiac arrest survival rates because women are less likely to receive bystander CPR than men.

Ashlynn's work was noticed by Representative Maura Hirschauer and a bill was introduced that would require female manikins to be used in high school CPR education and training. The bill passed through both the Illinois House and Senate and it now on it's way to the desk of Governor JB Pritzker.

Naperville North recently hosted the Healthy Huskie Takeover, an innovative event that brought over 80 experts into the classroom to lead interactive sessions on mental health and life skills. As part of the broader Healthy Huskie Week, students chose personalized workshops focused on stress management, resilience, and building confidence. By prioritizing proactive wellness over reactive support, the school has set a new standard for fostering a culture of belonging and empowering students with the real-world tools they need to thrive.

Naperville 203 would like to extend a huge congratulations to the Class of 2026. Our seniors walked the stage at graduation ceremonies held on May 17th at both Naperville Central and Naperville North. We're so proud of all of you and can't wait to see what you'll achieve in the future!

The last day of school was on May 22nd, and we've got another successful school year in the books! Thank you so much to everyone for their effort this year and every year for fostering a welcoming and productive environment for learning.

Public Comment:

None.

Action by Consent:

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 seven Board members.

1. Adoption of Personnel Report

	Effective Date	Location	Position
REASSIGNMENT-ADMINISTRATION			
Kerry Niederman	8/3/2026	NNHS	Dean-Student Interventions
Julia Freed	7/27/2026	Maplebrook	Assistant Principal
Kelley Markwell	7/21/2026	KJHS	Assistant Principal
APPOINTMENT-CERTIFIED FULL-TIME			
Alyssa Goedert	8/10/2026	KJHS	Speech Language Pathologist
Angela Kerrigan	8/10/2026	PSAC	Physical Therapist
Jessica Young	8/10/2026	MJHS	Learning Behavior Specialist
RE-EMPLOYMENT-CERTIFIED FULL-TIME			
Amber Birky	8/10/2026	Mill Street	Learning Behavior Specialist
LEAVE OF ABSENCE-CERTIFIED			
Annika Connolly	SY 2026/2027	NCHS	Social Science/ Multilingual
RETIREMENT-CLASSIFIED			
Jamie McSherry	8/11/2026	Naper	Special Education Paraprofessional
Michael Adams	7/27/2026	Kennedy	Special Education Paraprofessional
David Uliks	5/13/2026	Lincoln	Custodian
RESIGNATION-CLASSIFIED			
Deena Swaroopa Bulla	5/25/2026	Kingsley	Special Education Paraprofessional
Anitha Natarajan	5/19/2026	Lincoln	Special Education Paraprofessional
Collin Shaut	5/29/2026	Jefferson	Special Education Paraprofessional
Kathryn Napp	7/1/2026	Ellsworth	Instructional Paraprofessional
Yolanda Jamnik	6/5/2026	NNHS	Special Education Paraprofessional
Arlene Harting-Josue	8/11/2026	Washington	Clerical Assistant
Laura Abzal	6/8/2026	NNHS	High School Financial Secretary
EMPLOYMENT-CLASSIFIED FULL-TIME			

Katherine Mills	5/26/2026	Kennedy	Senior Secretary
Courtney Celani	5/20/2026	District	Classroom Nurse

**The three minute rule has to be voted on in an Open Meeting.
Members of the Board responded it was.**

Reassignments, Resignations, will they be replaced?

Superintendent Bridges stated that it depends on the vacancy. Still working within the framework given by the Board on March 16.

Is there a plan for staff?

Superintendent Bridges stated Administration is working within the framework of the March 16 meeting.

Are people resigning on their own accord?

Dr. Haugens responded yes. She also added there have been no reductions in NESPA.

People are asking about the staff to student ratio. When will people know?

Superintendent Bridges responded that according to the CBA, all assignments will be completed by June 11. Class sizes will remain within the Board Policy on class size.

Dr. Haugens added the staffing level was approved at the March 16 Board meeting. The Board did not go through with the RIF. We are operating within those parameters.

Superintendent Bridges added that he cites policy as it is the roadmap on the direction given by the Board.

There were some people who were not renewed?

Dr. Haugens noted the non-renewals were mostly part time positions and if there is a need for those part time positions, they will be brought back.

Why is the shuffling happening so much now? Why have there been so many more changes this year?

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

2. Treasurer's Bond

Joe Kozminski made a motion to approve the Treasurer's Bond and items 6.05, 6.06, and 6.07, as presented, seconded by Kristine Gericke. Those voting yes: Cush, McMillen, Kozminski, Kelley Black, Willensky, and Gericke. Those voting no: None. Absent: Blastic. The motion carried.

3. Resolution Designating interest Earnings

This is a broad resolution, no historical information. There are a lot of concerns about the moving of interest. Why would we want to do this if the board can do these transfers.

Mr. Frances stated that what you are referring to is moving interest between funds. This is not that. No money moves. Any movement will require Board discussion and approval in an open meeting. Gives the Board flexibility to transfer funds at a future date.

People are concerned about funds being transferred from educational funds to capital projects. We seem to be transferring funds to shore up accounts. We need to reduce the transfer of funds.

To clarify, nothing is being transferred if we pass this. This just allows flexibility in the future. In order to use any of this money in the future we would need to pass this resolution.

Anytime a transfer is done, the Board has to approve the transfer.

Mr. Frances noted that in the amended budget there are transfers. This item has nothing to do with that.

Policy 4.20-had money transferred from education fund and operation fund into capital projects and cannot be transferred back. We have laid off teachers.

How many teachers have we laid off?

Dr. Haugens stated none.

You can ask a question clarifying about someone else.

Joe Kozminski made a motion to approve the Resolution Designating Interest Earnings, as presented, seconded by Kristine Gericke. Those voting yes: McMillen, Gericke, Willensky, Cush, and Kozminski. Those voting no: Kelley Black. Absent: Blastic. The motion carried.

4. ASA Waiver Reapproval

I am concerned about the district's financial position. This is a transparent document. Important that we publish in newspapers.

Kristine Gericke made a motion to approve the ASA Waiver Reapproval, as presented, seconded by Joe Kozminski. Those voting yes: Cush, McMillen, Willensky, Kozminski, and Gericke. Those voting no: Kelley Black. Absent: Blastic. The motion carried.

5. Driver's Education Waiver Reapproval

6. School Lunch Prices

7. Out of Country Field Trips

Board of Education Reports:

Board Member Willensky attended the Asian American Art exhibition at the 95th street library. Amazing showcase of experiences. Look forward to next year.

Board Member Kozminski reported on attending CFA. There was a lot of engagement from the council members and digging into what we are doing. Lots of good discussion. Satisfied with the direction and the recommendations being made.

President's Report:

NCHS Graduation-favorite event to attend. Kudos to administration on all the organization. Congratulations to all graduates.

Superintendent/Staff/School Reports:

None.

Board Member Assignments to Committees and School Liaison Assignments

Vice president Gericke reported that she will start working on committee and school assignments. Be looking for an email asking for information. Please respond by Friday.

Discussion without Action:

Superintendent Bridges stated this begins our discussion on our 2026-2027 budget. There will be multiple opportunities to discuss this. Invited all to submit questions as you review the budget book. We will work to get these answers and will be posted on Board Docs.

2026-2027 Budget Workshop

Superintendent Bridges reminded the Board and the community that they received the tentative budget on May 4. Reviewed on May 18 and this evening and again on June 15. He noted the documents loaded in BoardDocs as well as all questions asked by Board members. Questions received today will be answered for next meeting.

Board Questions/Comments:

I sent in questions and none of them were answered. It would be nice if board questions could be answered before. Do you include all questions?

Superintendent Bridges stated yes, all questions have been included. Questions sent in today will be answered and included on the June 15 agenda.

Can they be posted before the last minute?

Superintendent Bridges stated if the whole Board want us to get these posted early, we can change our practice.

I want clarify-the original deficit was 12 million dollars and the amended budget has a 31 million deficit and next year has a 40 million dollar deficit.

You are the most confident Board member and that no matter what Administration or auditors say it will not sway your thoughts. We have talked about the difference between the operational deficit and the capital projects and I am not sure why we continue to discuss this. These are two separate things.

I am so confident because of the amount of time I take to know all of this. You didn't know what the funds are. The budget presentation by this administration clearly shows the 40 million deficit. The fact that I have to argue the facts is disturbing.

The 3.9 million deficit is the operational deficit. The 31 million deficit is all capital. The capital deficit is paid based on Policy 4.20. Wanted to differentiate between the two funds.

In 2026 we transferred money from one fund to another. In 2027 we have two funds, the operating fund has a 3.9-million-dollar budget deficit. The capital funds are being paid for with funds we have and have already approved. What is being addressed is the day-to-day spending by the district. Want to be very clear, we are talking about an operating budget and money that has been expended for Board approved projects.

This will come back for vote on June 15.

Discussion with Action:

Policy 7.92 Use of Rideshare Services

Superintendent Bridges reminded the Board that at the May 18 Board meeting a policy was brought forward for the use of rideshare services.

Board Questions/Comments:

Shared another district's rideshare policy for review. Ours does not allow flexibility and in some ways is vague. This other district broke it up by level. They defined emergency situations, so staff was not making decisions. They only allowed certain services for younger students. Ours is putting the safety on the parents. We talked about this being at the forefront and we need to workshop this more.

Dr. Cohen stated that this policy was written by Board Counsel. I would not recommend that the Board engage in trusting the background checks of corporations as those can be changed on a whim. We are not endorsing and are not encouraging parents to use rideshare services. None of these apps would support elementary students.

Superintendent Bridges asked what is the district and the policy number?

Board member stated she would share it with all.

Rideshare should not be using this for elementary. We should say this should not be used for anyone under 13. Should we have a restriction around the minimum age?

Are you asking for the age to be added to the policy?

This is a good first draft. Wondering if we would want to add that there is no exception under the age of 13.

How does the waiver work?

Dr. Cohen stated it would be done in the moment. Waiver would be emailed to parent for signature.

What are the parameters that a student does not email the form to themselves?

Dr. Cohen noted the waiver would be the last step. Administration would email the waiver so it would not be readily available. There would be a conversation with parents.

I am more concerned about the younger students. Would have some concerns with the younger students.

Superintendent Bridges stated that at the last meeting we heard that there were concerns about equity.

How often does this happen?

Dr. Cohen noted we have had about 10 or fewer.

I would want us to review early to gauge usage. At least for the first year, I would like to see a more frequent review.

I would not mind if counsel would review the minimum age. The only other wish is that we finalize this before August, so it is ready to be communicated to families.

I agree to have this in place no later than July. Agree with the under 13. The rideshare companies are not to allow riders under 13. Fairly clean policy and having the waiver each time will be prevent overuse. Could the waiver be attached to IC?

Dr. Cohen noted we could explore that.

Then you would know it is coming from the parent.

I was originally concerned about equity. I am also concerned about the younger students.

Legal protections are there but what happens if the Rideshare Companies change their policies. Adding this is no more restrictive than it already is.

Superintendent Bridges stated there is a recommendation to table it.

Joe Kozminski made a motion to table policy 7.92 Use of Rideshare Services for counsel review, seconded by Amanda McMillen. Those voting yes: Kelley Black, Cush, McMillen, Kozminski, Willensky, and Gericke. Those voting no: None. Absent: Blastic. The motion carried.

Old Business:

None.

New Business

I would like to add an agenda item to discuss the Superintendent evaluation process for transparency and accountability.

President Cush asked Board member to send the request to him in an email.

In three years, I have never had an agenda item added to the agenda.

President Cush repeated his request to send the request to him in an email.

I have sent this multiple times.

Upcoming Events

Calendar has been updated.

June 15 Next Board of Education Meeting

Adjournment

Joe Kozminski moved and seconded, by Kristine Gericke, to adjourn the meeting at 8:31 p.m. Those voting yes: Willensky, Kelley Black, Kozminski, McMillen, Gericke, and Cush. Those voting No: None. Absent: Blastic. The motion carried.

Approved: June 15, 2026

Charles Cush, President
Board of Education

Susan S. Patton, Secretary
Board of Education