

Bensenville Elementary School District 2
Board of Education Rescheduled Regular Meeting Minutes – July 22, 2026

President James Stoltman called Rescheduled Regular Meeting of the Bensenville Elementary School District 2 Board of Education, DuPage County to order at 6:32 p.m., at the Educational Administration Center, 210 S. Church Road, Bensenville, IL.

Roll call verified that there was a quorum of the Board present with the following members present and absent as listed below:

Board of Education	Title	Present	Absent
Jacqueline Dye	Member	X	
Victoria Gonzalez	Secretary	X	
Robert Laudadio	Member	X	
Milton Mercado, Jr.	Member	X	
Anita Miller	Vice-President	X	
Maria Cristina Reyes	Member	X	
James Stoltman	President	X	
Administration			
Dr. Katie McCluskey	Superintendent	X	
Mr. Tim Keeley	C.S.B.O	X	
Ms. Lydia Ryan	Assistant Superintendent for Teaching & Learning	X	
Mr. Dustin Berman	Assistant Superintendent for Student Services	X	
Other Staff			
Cindy Snyder	Administrative Asst. to the Superintendent & Clerk of the Board	X	
Tania Gomez	Community Relations Coordinator		X

Others present:

Pledge of Allegiance – Mr. Stoltman led the Pledge of Allegiance.

Public Comments - none

Presentations

- A. End of Year - Academic Update** - Assistant Superintendent of Teaching and Learning, Lydia Ryan, reviewed spring NWEA MAP Reading Growth, MAP Math Growth, and MAP Fluency results. Notable highlights include slightly above-average growth percentiles in math in grades K-8, as well as a 10% increase in the number of students exiting foundational skills by the end of 2nd grade, as measured by MAP Fluency.
- B. JP Architects Master Facility Assessment** - The District's Architect firm, JP Architects, presented their initial findings from their Comprehensive Facility Assessment. Items were prioritized based on lifecycle need and current condition. The roof and mechanical systems at Blackhawk Middle School were identified as a significant near-term need, along with the bus parking lot and facilities storage spaces. Both Tioga and WA Johnson Schools are less than 20 years old; therefore, limited immediate needs were identified, with several expected needs in the coming years as the buildings and systems approach lifecycle expectancy. In addition, the 25-year-old District Office and Lifelong Learning Center (Board Room) need building envelope renovations (roof and siding) and moderate interior renovations to extend the facility's useful life.

Board Committee Reports

- A. Announcements** - none

Administrative Reports

- A. Announcements** - none
- B. FOIA** – Mr. Keeley reported that there were 11 Freedom of Information Act (FOIA) requests received by BSD2.

- C. End of Year Financial Report** - Chief School Business Official Tim Keeley reviewed the Quarterly Financial Report for the period ending June 30, 2026, highlighting that the District remains in a strong financial position, with revenues exceeding budget projections, expenditures below budget, a projected year-end surplus, and a strong fund balance to support the coming fiscal year.

Consent Items

A. Approval of Minutes

1. Regular Board of Education Meeting – June 17, 2026
2. Regular Board of Education Meeting – June 17, 2026 - Closed Session

Recommendation: The Board of Education approves the above listed minutes as presented and attached.

B. Approval of Financial Reports

1. Bills May 2026

- a) Accounts Payable
- b) Imprest Checks
- c) Advanced Checks
- d) Credit Card Payments

2. Financial Statements as of May 31, 2026

3. Quarterly Investment Report

4. Annual list of Depositories

Recommendation: That the Board of Education approve the current list of authorized depositories, investment managers, dealers and brokers as presented.

❖ Banking Services:

- Fifth-Third Bank

❖ Investment Services

- Fifth-Third Bank
- Goldman Sachs & Co. LLC
- PTMA Financial Solutions

Recommendation: The Board of Education approves the above listed financial reports as presented and attached.

C: Personnel

I. Resignation of Classified Staff

The following classified staff members have submitted their resignations:

1. Gia Avino, Special Education Aide, W.A. Johnson Elementary School. *
2. Joe Lelito, Bus Driver, District 2. *
3. Anita Patel, Special Education Aide, Early Learning Center.
4. Hilda Sanchez, Dual Language Aide, W.A. Johnson Elementary School.

Recommendation: No action by the Board of Education is necessary for these resignations.

II. Ratification of Employment – Certified Staff

Recommendation: That the Board of Education ratifies the employment of the following classified staff:

1. Alexis Castañeda, Pre-K Self Contained Teacher, Early Learning Center effective August 13, 2026.
2. Samantha Diaz, Bilingual Social Worker, Early Learning Center effective August 13, 2026.
3. Sarah Lang, Music Teacher, Tioga Elementary School effective August 13, 2026.
4. Erica Reyes, 3rd Grade Dual Language Teacher, Tioga Elementary School effective August 13, 2026.
5. Erika Roman, Social Worker, W.A. Johnson Elementary School effective August 13, 2026.

III. Ratification of Employment – Classified Staff

Recommendation: That the Board of Education ratifies the employment of the following classified staff:

1. Diana Loza, Kindergarten Special Education Paraprofessional, Tioga Elementary School, effective August 17, 2026.
2. Roxanne Sandoval, Lunch/Recess Supervisor, W.A. Johnson Elementary School, effective August 19, 2026.

3. Savannah Shepherd, Special Education Paraprofessional, Tioga Elementary School, effective August 17, 2026.

VI. Notice of Intent to Retire

Recommendation: That the Board of Education approves these requests to participate in the District's Retirement Plan.

1. Christina Arcivar, Kindergarten Teacher, Tioga Elementary School, effective the end of the 2028-2029 school year.
2. Carol Calderin, 7th Grade EL/ELA Teacher, Blackhawk Middle School, effective the end of the 2028-2029 school year.
3. Juliet Zabel, 6th Grade English/Language Arts & Ace Teacher, Blackhawk Middle School, effective the end of the 2028-2029 school year.

VII. Resignation of Certified Staff

Amanda Doyle, SEL Counselor, W.A. Johnson Elementary School has submitted her resignation

Recommendation: No action by the Board of Education is necessary for this resignation.

D: Approval of Breakfast & Lunch Fees - Student & Adult

Recommended meal prices for 2026-27 for staff. It does not affect students, who receive meals for free under the program adopted in August 2023. The number of meals purchased by staff is very low.

USDA regulates most aspects of the meal program, including adult meal prices. Two important regulations concern meal prices and profit from food service:

- The lunch price for adults cannot be so low that the USDA subsidizes them through its payments for the free-lunch students.
- Profits, if any, from food service may only be used for food-service items. Lunch aides, equipment, and other support costs are permissible charges against this measure of profit.

For staff, the recommended annual price increase reflects the same increase as our contract with Sodexo (4.1%). These prices are comfortably above the USDA reimbursement rate and thus avoid the subsidy concern mentioned above.

Breakfast: The recommended staff price is \$3.10, slightly more than last year's price of \$3.00.

Lunch: For staff, the recommended price is \$5.10, slightly more than last year's price of \$4.90.

Recommendation: That the Board of Education adopt the meal prices for staff as proposed.

A motion was made by Mr. Laudadio and seconded by Mrs. Gonzalez that the Board of Education approve the consent agenda items as presented.

Roll Call Vote:

Aye: Laudadio, Gonzalez, Dye, Mercado, Miller, Reyes, Stoltman

Nay: None

Absent: None

Motion Carried.

Conference/Action Items

- A. **2nd Reading & Adoption of Policy Revisions** – Mr. Keeley reported that at the June 17, 2026 meeting the Board reviewed the recommended revisions of the following policies.

No further changes have been made to the proposed policy revisions and the administration recommends the adoption of the revised policies as presented.

• 2:250, Access to District Public Records
• 4:40, Incurring Debt
• 4:165, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors
• 5:30, Hiring Process and Criteria
• 5:50, Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition
• 6:145, Migrant Students
• 6:170, Title I Programs
• 6:180, Extended Instructional Programs
• 7:220, Bus Conduct
• 7:240, Conduct Code for Participants in Extracurricular Activities
• 7:260, Exemption from Physical Education
• 8:90, Parent Organizations and Booster Clubs

A motion was made by Mrs. Gonzalez and seconded by Mr. Laudadio that the Board of Education that the Board of Education adopt the above revised policies as presented for 2nd Reading. Upon voice vote, all board members present voted aye. Motion carried.

B. Tentative Budget – Mr. Keeley reported that the 2026-27 tentative budget will be posted for public review on July 22, 2026. A public hearing will be held at the Board’s meeting on September 16, 2026, after which the Board may adopt the budget.

Mr. Keeley also reported that these are the notable changes incorporated into the tentative budget:

- At the time of the Tentative Budget, many Federal and Illinois grants have not been announced yet, so assumptions will need to be made.
- Staffing remains relatively stable from the prior year.
- The third of three installments will be paid for new curriculum materials from HMH for English Language Arts, including for Bilingual students.
- Summer School was held in July this year, therefore no expense for that program was recognized in FY26 (\$180,000).
- Includes cost of annual Chromebook replacement (year 1 of new replacement program)
- The overall deficit of \$322,000 is *lower* than the \$458,000 deficit estimated during the January 2026 Financial Forecast presentation to the Board of Education.
- After FY28, the Debt Service payments will decrease by ~\$700,000.

The budget can be revised throughout the year by Board resolution or by adoption of a new budget.

No action is recommended for this Board meeting.

C. Approval of Resolution Authorizing Sale of Property – Dr. McCluskey reported that Mohawk School was located on Hillside Avenue until December 2012, when students and staff moved to an expanded W.A. Johnson School. The school building was demolished in 2014. In 2016, a playground was constructed by the community in collaboration with KaBOOM. The Village of Bensenville purchased 2.2 acres of the property back in May 2024.

Mohawk’s remaining area now comprises 3.72 acres. It is an open area and playground and the Board has expressed its interest in preserving the site’s use as green space.

The Village of Bensenville proposes to purchase the balance of about 3.72 acres of the Mohawk site for a total price of \$566,608. The Village Board, District counsel and District Superintendent are currently reviewing contracts and other legal documents that would accomplish the sale and be brought back to the District Board.

Dr. McCluskey reported that before the property can be sold, the Board must adopt a resolution declaring that the site is no longer necessary, suitable, or convenient for school purposes.

Dr. McCluskey reported on options considered; over the past several years, the Board has considered multiple proposals for the former Mohawk School property, including inquiries from private entities interested in acquiring the site.

Throughout those discussions, the Board has consistently supported preserving the property's recreational use for the benefit of the Bensenville community. The proposed sale to the Village would preserve the property as a publicly accessible green space while allowing the Village to make improvements that enhance its recreational use for the community.

A motion was made by Mrs. Miller and seconded by Mrs. Gonzalez, that the Board of Education that the Board of Education adopt a resolution declaring that approximately 3.72 acres of the former Mohawk School site are no longer necessary, suitable, or convenient for the District's use; and directing Administration to work with the Village to arrange the sale of the 3.72 acres.

Roll Call Vote:

Aye: Miller, Gonzalez, Dye, Laudadio, Gonzalez, Mercado, Reyes, Stoltman

Nay: None

Absent: None

Motion Carried.

D. Authorization of Vehicle Disposal – Mr. Keeley reported that the District maintains a fleet of 6 maintenance vehicles as well as 16 buses for student transportation. The 2016 IC-CE bus is no longer in sound working condition and in need of significant repairs. Over the past 4 years, the District has invested over \$17,000 in repairs on this vehicle. The latest repairs are estimated to be more than \$7,500. The cost to repair the vehicle exceeds the fair value and therefore it would be sensible to dispose of the asset rather than repair it. In addition, we do not have a specific need for it based on our current or future operational needs.

A motion was made by Mrs. Dye and seconded by Mrs. Miller that the Board of Education in accordance with Policy 4:80, the Board of Education authorize the administration to dispose of the 2016 bus (VIN ending in 2961) via a local vehicle scrap provider.

Roll Call Vote:

Aye: Dye, Miller, Laudadio, Gonzalez, Mercado, Reyes, Stoltman

Nay: None

Absent: None

Motion Carried.

E. Proposal for 5-Year Strategic Plan Extension – Dr. McCluskey reported that the District's current Five-Year Strategic Plan concludes in June 2027. Since its adoption, the Strategic Plan has provided a clear framework for decision-making, resource allocation, and continuous improvement across the organization. The established strategic priorities continue to align with the District's mission, vision, and the evolving needs of our students, staff, and community.

The current strategic priorities are:

- **Academic:** We will engage all students with diverse learning experiences from an appropriately aligned and challenging curriculum.
- **Diversity and Social Emotional Well-Being:** Diversity and social emotional well-being will be incorporated into all decision-making.
- **Climate and Culture:** We will develop and maintain a positive climate and culture to meet the needs of all stakeholders.
- **Staff:** We will hire, retain, and support exemplary staff.
- **Resources:** We will ensure effective use of resources through fiscal planning and responsiveness.

District administration has reviewed these priorities and believes they remain relevant and continue to reflect the Board's long-term vision for the District. While significant progress has been made, the work associated with these priorities is ongoing and continues to require sustained focus.

Dr. McCluskey reported that the administration recommends extending the current Strategic Plan for an additional five-year period, through June 2032, while retaining the existing strategic priorities.

This recommendation recognizes that the District's priorities have remained consistent and continue to provide an effective framework for planning and decision-making. In addition, the District has welcomed new members of the

leadership team who are well positioned to continue advancing this work. Extending the current Strategic Plan will provide continuity, maintain organizational focus, and allow administration to build upon existing initiatives rather than redirect efforts toward developing an entirely new strategic framework.

Administration will continue to monitor progress toward these priorities and report regularly to the Board. As part of the extension and as in year's past, measurable objectives and implementation strategies will be updated yearly to reflect the next year's emerging needs, changing circumstances, and opportunities for continuous improvement while remaining aligned with the established strategic priorities.

Dr. McCluskey presented options to be considered

Option 1 – Extend the current Strategic Plan for an additional five years (Administration Recommendation).

- Retains the existing strategic priorities through June 2032.
- Provides continuity and stability during leadership transitions.
- Maintains focus on long-term initiatives already underway.
- Allows administration to continue refining implementation strategies and performance measures without changing the overarching priorities.
- No additional cost to the District

Option 2 – Develop a new Five-Year Strategic Plan.

- Initiate a comprehensive strategic planning process involving stakeholder engagement and the development of new strategic priorities.
- This approach would require engaging an external facilitator or consulting firm to guide the planning process, as was done for the current Strategic Plan. The cost of the previous facilitation was approximately \$24,500, and a similar or greater expenditure should be anticipated.
- While this option provides an opportunity to revisit the District's direction, administration does not believe it is necessary at this time, as the current strategic priorities remain relevant, continue to align with the District's mission, vision, and organizational needs, and can continue to be advanced by the District's leadership team.

A motion was made by Mr. Laudadio and seconded by Mr. Mercado that the Board of Education approve extending the current Five-Year Strategic Plan through June 2032 while retaining the existing five strategic priorities. Upon voice vote, all board members present voted aye. Motion carried.

F. Approve 2026-2027 ABM Wage Increases – Mr. Keeley reported that we have done ABM wage increases in January each year. We discussed aligning this annual exercise with our fiscal year to match all BSD2 compensation adjustments and more closely align with our budget. We did an analysis in January and found that our wages were lagging from peers by nearly double digits, with the starting wage last year still at minimum wage. At that time, we chose to approve a 3.5% increase, which is what the BSD2 standard raise was in the prior year. Following the same logic, I would like to propose the below increases and share the latest market data.

Mr. Keeley also reported that a moderate increase was enacted on 1/1/26 with the understanding that future increases would be contemplated for a July 1 effect date moving forward, which aligns with the school district budgetary cycle. It should be noted that the current ABM contract is a “cost plus” model, meaning that the vendor profit is contractually determined as a percentage of all actual costs. As such, any and all increases in wages approved for ABM staff are fully applied to employee compensation.

When we compare our current custodial and maintenance rates to other area districts, as well as nationwide benchmarks, we have found that our Maintenance and Grounds staff are slightly higher than market, while the remaining positions fall significantly below market average. Staffing is a constant challenge for our team, specifically in the area of custodial staff, therefore remaining competitive in the market is crucial to consistent and reliable maintenance and cleaning services.

The below table illustrates this analysis and outlines the increased recommendations. The Custodial increase is aligned with the BSD2 support staff increase, while we only recommend a modest increase for our Maintenance and Grounds staff, who are already aligned with the market. Finally, the Custodial Supervisor is a new position in the district this year,

providing crucial supervision to our second shift crew. As you can see, that position is well under market, even with a slightly higher recommended increase this year.

Market Average per ABM Wage Database			
Job Title	Average Wages	BSD2	Diff to BSD2
Custodian	\$17.86	\$15.45	13.5%
Maintenance/Grounds	\$25.67	\$27.84	-8.5%
Custodial Supervisor	\$29.83	\$19.00	36.3%

BSD2 Wages for ABM Team			
Job Title	FY26 Wage	Recommended Starting Wages FY27	YOY Increase
Custodian	\$15.45	\$16.15	4.50%
Maintenance/Grounds	\$27.84	\$28.12	1.00%
Custodial Supervisor	\$19.00	\$20.90	10.00%
BSD2 Wage under market			
BSD2 Wage over market			

A motion was made by Mrs. Reyes and seconded by Mrs. Dye that the Board of Education approve the 2026-2027 annual wage increases for ABM staff as presented.

Roll Call Vote:

Aye: Reyes, Dye, Laudadio, Gonzalez, Mercado, Miller, Stoltman

Nay: None

Absent: None

Motion Carried.

The Board would like to revisit wage increases in 6 months.

G. Approve 10-1-26 Employee Health Plan Design – Mr. Keeley reported that the District contributes a portion of the medical insurance premiums for eligible employees.

The District participates in the Educational Benefits Cooperative (EBC), a risk-sharing consortium of over 120 school districts in the State of Illinois. Within the EBC, BSD2 currently offers a fixed menu of 10 health insurance plans to full-time employees, which is unique when compared to other EBC members. In addition, the District offers 3 vision and 3 dental plans (Low, Medium, High). Under this fixed-plan design, the District is unable to make adjustments in response to market conditions and claims activity. This may result in higher premiums, especially in a volatile health care market, such as present-day conditions.

Recent premium increases are shown below:

	2026-27	2025-26	2024-25	2023-24	4-Year Average
6 PPO plans	17.2%	7.9%	7.3%	8.4%	10.2%
4 HMO plans	17.4%	6.2%	7.8%	7.5%	9.7%

Mr. Keeley reported that since learning of our significant premium increase in the spring, the administration has actively worked with our EBC representatives as well as the District Insurance Committee to identify future strategies in the hopes of insulating our members and the district from market volatility. A reduction in plan offerings will afford the district the ability to make annual plan adjustments as they relate to copays, deductibles and out of pocket expense limits.

With this goal in mind, our committee worked under the following priorities:

- Minimize plan disruption (highest current priority)
- Provide future flexibility of plans (non-negotiable)

- Reduce premium costs (lowest current priority)

Mr. Keeley reported that the recommendation below is the product of several meetings with the EBC and the District Insurance Committee. While more aggressive plan designs were available and would have generated significantly greater premium savings, those options also shifted substantially higher costs to employees through increased deductibles, copays, and other out-of-pocket expenses. Although the premiums were lower, the resulting out-of-pocket costs were disproportionately high, creating a tradeoff that was counterintuitive to the premium savings and, in many cases, increasing the overall financial burden on plan participants.

When evaluating each plan group (HMO, PPO, HDHP, Dental, and Vision), the team worked to establish a plan lineup that aligned with both the richest benefit offering and the most economical option within each category. The goal was to provide a range of plans that would meet the diverse needs of employees while maintaining comparable levels of coverage. The proposed plan changes were then analyzed by the underwriting team at EBC to ensure that every current plan participant would have an option that closely matched their existing benefits, minimizing disruption while still achieving meaningful cost savings.

Given that this represents the first significant change to the District's health plan design in decades, it was determined that a more conservative approach was the most prudent path forward. This strategy balances meaningful premium savings with manageable out-of-pocket costs for employees while providing a thoughtful transition to a modernized benefits program.

New Plan Design - Health

	HMO - Blue Advantage	HMO - Illinois	PPO	PPO - Blue Choice Option	HDHP
Savings*	3.43%	2.62%	5.66%	19.13%	0%

**Reflects the maximum premium savings for the 10/1/26 plans when compared to the current 7/1/26 plan year offerings. Actual savings may be lower, depending on the current plan a member is enrolled in.*

New Plan Design - Dental/Vision

	Dental - Mid	Dental - High	Vision - Low	Vision - High
Cost Change*	0%	0%	0%	0%

**While the plan structure for Dental and Vision is changing from three plans to two, there is no additional cost or realized savings at this time.*

To provide timely implementation of the new plan, we are planning a special open enrollment from 8/17/26 to 8/26/26, with a plan effective date of 10/1/26. In addition to the normal communication and educational resources afforded to our members, we will be holding an all-staff meeting during the back to school Institute Day events, led by our EBC representatives, to educate staff on their options so that they feel comfortable making their selection during open enrollment.

A motion was made by Mrs. Dye and seconded by Mrs. Reyes that the Board of Education authorize plan design changes and a special open enrollment for an effective partial plan year that will run from 10/1/26 - 6/30/27 as presented.

Roll Call Vote:

Aye: Dye, Reyes, Laudadio, Gonzalez, Mercado, Miller, Stoltman
Nay: None
Absent: None
Motion Carried.

New Business - none

Closed Session - none

Adjournment

At 8:07 p.m. a motion was made by Mrs. Reyes and seconded by Mrs. Miller that the Board of Education adjourn the meeting. Upon voice vote, all board members present voted aye. Motion carried.

With no further business appearing, Mr. Stoltman adjourned the meeting at 8:07 p.m.

President

Secretary