
MINUTES OF A MEETING OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY
UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES, ILLINOIS, HELD AT
Washington Junior High School, 203 W. HILLSIDE RD, Naperville, IL 60540
July 20, 2026, AT 7:00 P.M., CLOSED SESSION 6:00 p.m.

Call to order

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

Administrators present were:

Dan Bridges, Superintendent,
Meredith Haugens, Assistant Superintendent for Human Resources,
Michael Frances, Chief Finance Officer/CSBO,

Closed Session

Kristine Gericke moved, seconded by Holly Blastic, 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. 06/15/2026.
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, and Willensky. Those voting no: None. Absent: Kelley Black, Kozminski, and McMillen. The motion carried.

The Board of Education entered Closed Session at 6:02 p.m.

Meeting Opening

Kristine Gericke made a motion, seconded by Holly Blastic, to return to Open Session at 7:01 pm. A roll call vote was taken. Those voting yes: Gericke, Blastic, Willensky, and Cush. Those voting no: None. Absent: Kelley Black, Kozminski, and McMillen. 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, Holly Blastic, and Marc Willensky. Absent: Melissa Kelley Black, Joe Kozminski, and Amanda McMillen.

Student Ambassadors present: None.

Administrators present: Dan Bridges, Superintendent, Allison Boutet, Assistant Superintendent for Secondary Education, Michael Frances, Chief Financial Officer/CSBO, Chuck Freundt, Assistant

Superintendent for Elementary Education, Meredith Haugens, Assistant Superintendent for Human Resources, Rakeda Leaks, Executive Director 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 Board of Education.

Personnel

Probationary Certified School Nurse Recommendation for Dismissal

Kristine Gericke made a motion to approve the recommendation of the dismissal of Tiffany Amsoff, seconded by Holly Blastic. Those voting yes: Willensky, Gericke, Blastic, and Cush. Those voting no: None. Absent: Kelley Black, Kozminski, and McMillen.

Good News

We are proud to celebrate the 207 district students who have been honored by the 2026 College Board National Recognition Program! This prestigious distinction was awarded to 112 students at Naperville Central High School and 95 students at Naperville North High School.

These rising seniors earned this academic honor by maintaining a GPA of 3.5 or higher and demonstrating outstanding performance on their PSAT and AP exams. Recognized under categories such as the School Recognition and First-Generation Recognition awards, this milestone will help them stand out on upcoming college applications and connect with vital scholarship opportunities. Congratulations to all of our outstanding awardees on this well-deserved national honor!

Congratulations to Kevin Benages, Jason Majchrowski, Jennifer Urban, & Chris Arthurs from NNHS for earning the NHSSCA Program of Excellence Recognition!

Programs receiving this honor set themselves apart through superior organization, high professional standards, and a dedication to industry-leading training methods.

Achieving this milestone highlights a school's commitment to providing student-athletes with a secure, highly effective, and expertly run strength and conditioning environment. It celebrates a true team effort, bringing together athletic directors, coaches, administrators, strength specialists, and the athletes themselves to foster a community built on safety, peak performance, and sustainable athletic development.

Exciting news from a Naperville North alum! Tanner Mally, from the Class of 2023, was selected by the San Francisco Giants in the 2026 Major League Baseball Draft. Tanner has been hitting it out of the park at Western Michigan University, both academically and athletically, being named an All-American player and receiving multiple academic accolades. Congratulations, we're so proud of your continued success. Go Huskies!

Audrey Wang, a student at Naperville North, was recognized as a finalist in the Engineer Teen Writing Contest by the National Academy of Engineering. She placed second in the high school category with her project titled "Engineering: Built for the Moments That Matter", which focused on the themes of energy, healthy, and aging in the engineering field. Audrey is also a member of the Huskie Robotics Team. The theme for this year's contest was "The Art of Engineering", applicants were asked to use art to express how engineers create a better world, showcasing at least three ways that engineers create a better world. Congrats Audrey!

Public Comments:

President Cush gave the parameters for Public Comments.

During the July 20, 2026, meeting, David and Jessica Geslak addressed ongoing concerns regarding unprofessional and potentially harmful conduct by a teacher at Highlands Elementary. They shared specific allegations, including the teacher blowing in a student's ear, growling, making inappropriate comments during lessons, and placing food directly into students' mouths. They shared concern regarding a Saturday night text message and video of students sent from the teacher's personal phone, which the parents characterized as educator grooming patterns.

They related a perceived failure by district administration to follow and enforce board policies 4:165, 5:120, and 5:125, which govern the documentation of safety concerns and prohibit staff from keeping student images on personal devices. The speakers expressed frustration that key evidence, such as the Saturday night text, was omitted from school meeting notes and that administrators appeared dismissive during subsequent meetings.

Parents urged the Board to hold the Superintendent and district leadership accountable for strictly following safety policies. The speakers argued that the community's trust depends on whether the school system is focused on protecting children rather than protecting itself.

President Cush reminded the Board and Community that because questions raised during Public Comment address District Operational matters board has designated our Superintendent as the spokesperson for the District. As our designate to respond to Public Comment, he will apprise the Board accordingly.

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 five Board members. Mrs. Patton confirmed that emails with a link for the Board agenda were sent and delivery confirmed at 4:00 pm, Thursday, July 16, 2026. No emails bounced back.

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

Action by Consent:

1. Bills and Claims from WARRANT NO. 1076403 THRU WARRANT NO. 1077676 AND WARRANT NO. 900000166 TOTALING \$46,908,887.20 FOR THE PERIOD OF June 16, 2026, to July 20, 2026.

Charles Cush reviewed Bills and Claims with Michelle Swope. He thanked her for sharing information and answering his questions. He noted the documents in BoardDocs that explain our Bills and Claims process. He noted the new process with Amazon and that is now goes thru the PO process. Commend the Business Office staff for the improvement in this process.

Charles Cush made a motion to approve WARRANT NO. 1076403 THRU WARRANT NO. 1077676 AND WARRANT NO. 900000166 TOTALING \$46,908,887.20 FOR THE PERIOD OF June 16, 2026, to July 20, 2026, and items 8.02, 8.05, 8.06, 8.07, 8.08, and 8.09 seconded by Kristine Gericke. Those voting yes: Blastic, Cush, Gericke, and Willensky. Those voting No: None. Absent: Kelley Black, Kozminski, and McMillen. The motion carried.

2. Personnel Report

	Effective Date	Location	Position
RESIGNATION-CERTIFIED			
Bryan Morefield	8/9/2026	LJHS	PE/Health Teacher
James Callegari	8/9/2026	NNHS	Learning Behavior Specialist
Annika Connolly	7/20/2026	NCHS	Social Studies/ML Teacher
Brett Byrnes	7/1/2026	Elmwood	Music Teacher
Madison Emamjomeh	8/9/2026	LJHS/Elmwood	Music Teacher
Todd Rzeszutko	8/5/2026	PSAC	Adapted Physical Education
Alyssa Miller	8/9/2026	NNHS	Learning Behavior Specialist
Rosemary Nave Stawasz	8/9/2026	PSAC	Orientation/ Mobility Specialist
APPOINTMENT-CERTIFIED FULL-TIME			
Courtney Zafiropoulos	8/10/2026	KJHS	School Counselor
Joseph Hill	8/10/2026	Scott	Occupational Therapist
Gianna Bauer	8/10/2026	Beebe	4th Grade Teacher
Seth Beaird	8/10/2026	Elmwood	Music Teacher
Louis Maschio	8/10/2026	LJHS	PE Teacher
Megha Sampat	8/10/2026	JJHS	Language Arts Teacher
Molly Deering	8/10/2026	River Woods	2nd Grade Teacher
Erin Bender	8/10/2026	LJHS	Learning Behavior Specialist
Luke Nolan	8/10/2026	NNHS	Learning Behavior Specialist
Anastasia Jaros	08/10/2026-12/18/2026	Ellsworth	2nd Grade Teacher
APPOINTMENT-CERTIFIED PART-TIME			
Jessica Birch	8/10/2026	JJHS	Language Arts Teacher
Kelly Henrikson	8/10/2026	JJHS	Art & Coding Teacher

RE-EMPLOYMENT-CERTIFIED FULL-TIME			
Sarah Keller	8/10/2026	River Woods	3rd Grade Dual Language
RE-EMPLOYMENT-CERTIFIED PART-TIME			
Pennie Major	8/10/2026	KJHS	Learning Behavior Specialist
Christin Fairchild	8/10/2026	Mill Street	Learning Commons Director
EMPLOYMENT OF INTERNS- CERTIFIED			
Janaya Pinnick	8/10/2026	Mill Street	School Psychology Intern
Maricela Vega	8/10/2026	Elmwood	School Psychology Intern
LEAVE OF ABSENCE- CERTIFIED			
Tara Chen	8/13/26 - 5/24/27	Beebe	4th Grade
Norma Cornforth	SY 2026/2027	River Woods	Multilingual Teacher
RETIREMENT-CLASSIFIED			
Gursharanjit Jassal	9/2/2026	NNHS	Multilingual Paraprofessional
John Colias	6/30/2026	Transportati on	Bus Driver
Qamil Aliaj	8/15/2026	JJHS	Custodian
Vida Petrauskas	8/11/2026	District	Classroom Nurse
RESIGNATION-CLASSIFIED			
Kylie Tran	8/11/2026	District	Classroom Nurse
Zareen Assia	7/2/2026	Madison	Special Education Paraprofessional
Kathleen Hightower	8/1/2026	Kingsley	Behavior Support Paraprofessional
Amanda Slone	8/12/2026	Ellsworth	LRC Paraprofessional
Eliana Yopez	8/11/2026	Kinglsey	Behavior Support Paraprofessional
Erin Bender	8/9/2026	Meadow Glens	Instructional Paraprofessional
Natalie Dyteves	8/11/2026	Scott	Special Education Paraprofessional
EMPLOYMENT-CLASSIFIED FULL-TIME			
Carissa Lynch	7/24/2026	NCHS	Department Secretary - CTE
Olivia Loporini	7/24/2026	Lincoln	Senior Secretary
Barbara Rustik	8/3/2026	NNHS	Executive Secretary
Michael Villagomez	8/12/2026	Lincoln	Special Education Paraprofessional
Ryan Webb	8/12/2026	Scott	Special Education Paraprofessional

Lesley Wu	8/12/2026	Kennedy	Special Education Paraprofessional
Catherine Vigrass	8/12/2026	Lincoln	Special Education Paraprofessional
Hannah Cracco	8/12/2026	Scott	Special Education Paraprofessional
Catherine Walker	8/5/2026	Kennedy	Health Technician
Emily Baranowsky	8/12/2026	Kingsley	Special Education Paraprofessional
Anne Sedore	8/12/2026	Kingsley	Special Education Paraprofessional
Lakesha Glenn	8/12/2026	District	Classroom Nurse
Cynthia Kashul	9/1/2026	NCHS	Attendance Specialist
Omar Pliego	8/12/2026	NCHS	Classroom Nurse
Maria Grimaldo	8/13/2026	NCHS	Campus Supervisor
Helen Bowyer	8/12/2026	Beebe	Special Education Paraprofessional
Michelle Rohland	8/12/2026	NNHS	Special Education Paraprofessional
EMPLOYMENT-CLASSIFIED PART-TIME			
Stella Kim	7/20/2026	NCHS	Registrar Assistant

3. Board Meeting Minutes: 06/15/2026

4. Closed Meeting Minutes: 06/15/2026

Charles Cush made a motion to approve the Board Meeting Minutes and the Closed Meeting Minutes from 06/15/2026, seconded by Kristine Gericke. Those voting yes: Gericke, Blastic, and Willensky. Those voting No: None. Abstain: Cush. Absent: Kelley Black, Kozminski, and McMillen. The motion carried.

5. Administrator and Non-Union Compensation

6. LUDA Annual Dues

7. LEND Annual Dues

8. IASB Annual Dues

9. School Board Policies Online Dues

Communications

Written Communications

Freedom of Information Requests:

Canganelli Freedom of Information Act Request- Human Resources Information

Geslak Freedom of Information Act Request-Human Resources Information

Yeary Freedom of Information Act Request-Safety and Security Information

Culotta Freedom of Information Act Request-Human Resources Information

Judiocracy Freedom of Information Act Request- Freedom of Information Act Information

Kochanek Freedom of Information Act Request-Buildings and Grounds Information

Martin Freedom of Information Act Request-Secondary Information

Yilmaz Freedom of Information Act Request-Student Directory Information

Board of Education Reports:

None.

President's Report:

IASB- Board President's Training-well attended. Based mainly around governance. Thorough training on Board Leadership.

Superintendent's Report:

Introduced Dr. Patrick Nolten, Assistant Superintendent for Assessment and Accountability.

End of Year School Benchmark Data Update

Introduced PWN. Provide an overview.

Dr. Nolten, presented the End of Year Benchmark Data Update, which synthesized approximately 65,000 data points from NWEA MAP growth assessments conducted during the 2025-2026 school year. These assessments are administered universally to students in grades kindergarten through 8th grade to measure performance in reading and mathematics relative to national peers and to track academic growth over time. The results indicate that Naperville 203 students continue to perform significantly above national averages, with many median scores hovering near the 80th percentile. In reading, the data reveals that 40% of the district's students function in the top quintile, representing the 80th to 99th percentile rank. Dr. Nolten highlighted that these figures demonstrate the district's resistance to academic decline even after the COVID-19 pandemic, as student rankings have actually increased when compared to new 2025 national norms. Students identified as economically disadvantaged are performing at a level essentially equal to the typical national student, which was described as unusual compared to other districts.

Mathematics achievement was even higher, with 45% of the student population scoring in the top quintile. Only 5% of students fell into the bottom quintile, which is one-fourth of the 20% that would be expected in a typical national sample. While 7th and 8th-grade scores appeared slightly lower in the aggregate, this is because many high-performing students in those grades are excluded from the general pool to take specialized assessments for Algebra and Geometry.

A critical component of the report was the emphasis on student growth, which measures how much knowledge and skill students gain compared to national peers who started at the same academic level. The district's growth rates are above average, indicating that students are learning at a faster pace than typical. These benchmark results are highly predictive of future success on state accountability measures such as the IAR and ACT. Despite the high overall performance, the district continues to monitor achievement group level discrepancies and is integrating this data into school improvement plans to target and support at-risk student populations.

Board Questions/Comments:

Thank you for the presentation. Can you give an overview of why Growth is important vs proficiency?

Dr. Nolten responded that proficiency only doesn't really reflect students who are not at the top. Growth allows us to look at all students, classes, schools.

Can you expound on those students who are already at the top?

Dr. Nolten noted this test is different for students. It is based on where students are. Students who are at the top can show growth.

Appreciate the way you make this easy to understand. Can you speak to how predictive this assessment has been??

Dr. Nolten remarked the predictability has been handled well at the student level as it shows how likely a student is to fall into four different proficiency levels and the school level and grade level. This has become a study as to its predictability.

Is it possible for us to get a comparison chart relative to a national sample?

Dr. Nolten stated, yes. Not all districts and states use this assessment. Will try to get some additional information.

This is easy to understand when looking right at it. Is there a line where we are versus everyone else?

Are the Special Ed scores compared to all students?

Dr. Nolten noted there are not norms for special groups.

We will see other results in November.

Superintendent Bridges stated we will see some of this Data in September in SIP plans.

Discussion without Action:

Revised 2026-2027 Calendar

Superintendent Bridges noted Dr. Nolten is no longer doing the calendar Dr. Leaks is now working with the calendar committee. He stated we noticed some anomalies after the calendar was approved. We are bringing the recommendation of an extended Spring Break. Will move the last day of school to a Wednesday instead of Monday. Recommendation that the Board approve the revised calendar at the August 3, 2026. We can discuss the Board meeting that is scheduled for April 5 at a later time.

Board Questions/Comments:

I love this proposal. When is the ACT?

Dr. Nolten stated we have talked about moving the date of the ACT.

Does this change commencement?

Superintendent Bridges stated no.

Friday before Spring Break is state law. February and March dates are not in our control.

Emergency Days are required by State Law and we cannot use them except in the case of weather or other related school closures?

Superintendent Bridges stated that is correct.

It is nice to see that we can streamline the days. For the Board meeting, would the questions impact staff?

Superintendent Bridges noted that it would and that it would be fine to move it to the Wednesday if the Board wishes to do so.

We don't need to decide the date of the Board meeting now.

Superintendent Bridges stated no, the main thing is to approve the revised calendar as soon as possible for families.

I appreciate the reviewing of the calendar. With the new calendar, one of the emergency days would be after Memorial Day.

We would approve this before school starts?

Superintendent Bridges stated yes.

Discussion with Action:

Consideration of Board of Education Expenses

Superintendent Bridges stated that Board of Education Policy 2:125 requires all Board member expenses for travel, meals, and/or lodging be approved by roll call vote at an open meeting of the Board. Listed in BoardDocs are expenses related to the Triple I conference.

Board Questions/Comments:

A Board member requested that they separate the hotel out of the expenses.

Kristine Gericke made a motion to approve the Triple I registration fees as presented, seconded by Holly Blastic. Those voting yes: Cush, Blastic, Willensky and Gericke. Those voting No: None. Absent: Kelley Black, Kozminski, and McMillen. The motion carried.

Kristine Gericke made a motion to approve the Triple I lodging fees as presented, seconded by Charles Cush. Those voting yes: Willensky, Gericke, and Cush. Those voting No: Blastic. Absent: Kelley Black, Kozminski, and McMillen. The motion carried.

Old Business:

None:

New Business:

None.

Upcoming events:

August 3, 2026, Next Board of Education meeting

August 13, 2026, First Day of School

Adjournment

Kristine Gericke moved seconded by Holly Blastic to adjourn the meeting at 7:54 p.m. A roll call vote was taken. Those voting yes: Blastic, Willensky, Gericke, and Cush. Those voting no: None. Absent: Kelley Black, Kozminski, and McMillen. The motion carried.

Approved: August 17, 2026

Charles Cush, President, Board of
Education

Susan Patton, Secretary, Board of
Education