

MINUTES OF THE REGULAR MEETING OF
THE BOARD OF EDUCATION (1st Thursday)
SCHOOL DISTRICT 33, DUPAGE COUNTY, WEST CHICAGO, ILLINOIS
September 4, 2025

President Rita Balgeman called the regular meeting of the Board of Education to order at 7:01 p.m. at Lemman Middle School, 238 E. Hazel St., West Chicago, Illinois. On roll call, the following members were present: Mrs. Rita Balgeman, Mrs. Morgan Banasiak, Mr. Chad McLean, Mrs. Janette Hernandez, and Mrs. Molly Denton. Absent: Mr. Tom Doyle and Mrs. Sandra Garcia.

ALSO PRESENT

Kristina Davis, Superintendent; Lea DeLuca, Assistant Superintendent for Teaching and Learning; Karen Apostoli, Executive Director of Business and Operations; Sarah Burnett, Assistant Superintendent of Human Resources; Cathy Park, Director of Assessment and Accountability; Krissy Goebbert, Director of Student Services; Fred Cadena, Director of Building and Grounds; Tiffany Posey, Interim Director of Partnerships; and Nicole Eimer, Director of Marketing, Communications & Public Relations.

PLEDGE OF ALLEGIANCE

Rita Balgeman led those present in the Pledge of Allegiance to the United States of America.

ADDITIONS/CHANGES

Motioned by Banasiak, seconded by McLean, to approve Janette Hernandez as Secretary Pro Tem. The President took a voice vote and declared the motion passed.

SHARED AGREEMENTS

Make decisions according to what is best for ALL District 33 students.

1. *Respect staff and other board members and their opinions.*
2. *Be willing to see things from the eyes of seven (7) people, not just one (1).*
3. *Allow everyone to complete their thoughts.*
4. *Commit to shared leadership.*
5. *Respect confidentiality.*
6. *Adhere to our belief in our students' full potential and successful future.*

Strategic Plan Goals

Goal #1 – Student Growth and Achievement

Goal #2 – Learning Culture of Equity, Engagement & Agency

Goal #3 – Professional Culture of Teamwork & Continuous Improvement

Goal #4 – Family Engagement & Community Partnerships

Goal #5 - Effective and Innovative Use of Resources

SHARED AGREEMENTS

REFLECTION

At the July 18, 2013, meeting, the Board of Education finalized their “shared agreements” and agreed to begin each regular board meeting by reflecting on one agreement. The Board revised the shared agreements on November 6, 2014. The agreement's purpose is to help maintain a positive environment in which to conduct board work.

Board Member Molly Denton shared her statement: “Good afternoon. Tonight I want to reflect on my short time serving on District 33’s board of education. I’d like to focus on Shared agreement 7: Adhere to our belief in our students’ full potential and successful future. Something that has struck me about our district, earlier as a parent getting to know the teachers and administrators at my children’s schools, and now as a school board member, is our district’s intentionality. There is a consistent focus on improving. District 33 is characterized by its commitment to its students and their growth, as seen in the hard work of school teachers, staff, and administration, special committees, community engagements, extracurricular activities, surveys, student and district goals, dedicated school board members, grounds and maintenance long-term plans, a commitment to our budget, and so much more. We clearly believe in our students, and it is shown by so many people’s tireless efforts to build a safe, healthy, and inspiring environment for them to grow in.

I say this to recognize all of you who have played a role in making this such a special place, but also as an encouragement to continue the good work. Continue to be intentional, continue to strive for better, and don’t be satisfied with “good enough”. There is still work to do, we are not perfect, and new challenges will arise. So let’s continue to be a district characterized by our purposeful work, because our students do have so much potential and such a bright future.”

RECOGNITION/SHOWCASE

PRESENTATION

Board Salute

The Board Salutes will be a standing item on the agenda starting with the February 3, 2022, board meeting. The Board of Education would like to recognize individuals from the District 33 community, which includes all staff members, students, bus drivers, parents, and guardians, for their actions that contribute to a positive culture and climate in District 33. This “shout-out” will become part of the official Board minutes under Board Salutes on the bi-weekly agendas.

Salute to: D33 Technology Team & Instructional Technology Coaches

Submitted by: D33 Cabinet & Board of Education

We proudly salute the incredible Technology Team of D33.

This summer, the team worked tirelessly behind the scenes to ensure that every system, program, application, and device was ready for the first week of school. It was no small task - from preparing and delivering brand-new Mac laptops to teachers, to fast-tracking the implementation of our new PowerSchool Student Information System. These projects required long hours, sharp problem-solving, and extraordinary patience from both the Technology Team and our staff. We first want to acknowledge Nicole Eimer, Director of Marketing, Communications, and Public Relations, for stepping up as this year's interim support for the technology department and the roll-out of PowerSchool. Her strong project management skills and ability to keep this complex initiative moving forward were essential to our launch of the school year. Just as importantly, **Nicole's good humor in the face of inevitable challenges kept us all grounded and positive throughout the process. Her ability to lead change has set a high bar - and created big shoes to fill when we move forward in filling the Director of Technology position.**

We especially want to recognize **Ray Snowden and Eddie Fuentes** for their leadership, steady support, and quick thinking. **Their calm presence, even in high-pressure moments, reassured staff that solutions were always within reach.** Their ability to plan ahead while responding to challenges in real time has been critical throughout this transition.

We also celebrate our **Instructional Technology Coaches**, who went above and beyond this summer to build training and resources for staff - often with little direction and amidst constant changes. **Their creativity, patience, and calming presence helped staff feel supported, even when stress levels were high.** They exemplify the very skills we aim to instill in our students: adaptability, resilience, and confidence with technology.

We also want to give a special shout-out to our **Techs**, who continually take initiative wherever needed. This summer especially, **they stepped up in countless ways that often go unseen, ensuring that the systems, devices, and networks our schools depend on run smoothly.** We've all gained a deeper appreciation for the tremendous amount of behind-the-scenes work they do every day to keep our schools connected and running.

Most importantly, our Technology Team and Instructional Technology Coaches are now collaborating more closely than ever, holding joint meetings and tackling challenges together. **Their spirit of teamwork and mutual support is setting a new standard for how we serve our district.**

On behalf of the Board of Education, administration, staff, students, and families — **thank you for your dedication, resilience, and teamwork. You are helping pave the way for innovation and learning in District 33 every single day.**

Presentation

Communications Update

Nicole Eimer, Director of Communications, Relations, and Public Relations, provided an update on the communications department. The Communications department's core function is to connect families, staff, and the community with timely, accurate, and engaging information. In doing so, it aims to strengthen the district's reputation and build trust through consistent communication.

The department's plan is centered on three key goals, each with specific actions and corresponding metrics. First, the Parent Engagement Goal involves a relaunch of the PTO Council and DPAC, with consistent schedules and clear agendas, integrating literacy support and parent feedback into each meeting. A

"Reputation Refresh" campaign will be launched to promote positive reviews on platforms such as GreatSchools and Niche, to increase positive parent ratings and reviews by June 2026.

Second, the Communication Alignment Goal will consolidate all messaging into a single platform, ParentSquare, while migrating student information to PowerSchool.

Finally, the Staff Recognition Goal will create a new, unified system that is more engaging than traditional awards. It will be called "Portrait in Action" and will feature staff spotlights on social media and in newsletters. Board presentations will also feature staff members with photos and short videos, and nominations will be accepted from staff, parents, and the broader community. By June 2026, the goal is to have featured at least 30 staff members through social media spotlights.

The department will measure metrics such as ParentSquare and PowerSchool engagement rates, attendance at parent group meetings, the number of positive online reviews, and social media engagement analytics for staff recognition spotlights. The plan will be implemented in three phases, beginning in the fall with the relaunch of parent groups and optimization of ParentSquare, continuing in the winter with engagement checks and preparation for the reputation campaign, and concluding in the spring with a final review of all metrics.

E.T.A.W.C. STATEMENT

No E.T.A.W.C. statement at this time.

PUBLIC COMMENT

No public comment at this time.

**PUBLIC COMMENT
FOLLOW-UP**

No follow-up comment at this time.

**APPROVE CONSENT
AGENDA**

Motion by Banasiak, seconded by Hernandez, to approve the consent agenda as follows:

Approve Current Expenditures	...approved the list of bills dated August 25, 2025, through September 5, 2025, in the amount of \$2,540,586.54;
Approve Imprest	...approved Imprest account from August 25, 2025, to September 4, 2025, in the amount of \$159.00;
Approve Personnel Items	<p>...Approved the following personnel report:</p> <p><u>0 Administration:</u></p> <p><u>0 Certified:</u></p> <p><u>2 Classified:</u> Erika Navarette, Lunchroom Supervisor at Gary, effective September 2, 2025; Carely Resendiz, Paraprofessional at Pioneer Preschool, effective September 2, 2025;</p> <p><u>6 Resignations:</u> Sandra Munoz, Lunch Supervisor at Indian Knoll, effective August 20, 2025; Tomasz Poreba, Head Grounds at ESC, effective August 22, 2025; Jesus Lopez, Temp Help at ESC, effective August 21, 2025; Adriana Munoz, Lunchroom Supervisor at Pioneer Prek, effective August 29, 2025; Diamond Jones, Systems Analyst at LMS, effective August 29, 2025; Tiara Stroger, Nurse at Gary, effective September 2, 2025;</p> <p><u>0 Leaves:</u></p> <p><u>0 Retirements:</u></p> <p>On roll call, the following members voted aye: Banasiak, Hernandez, Balgeman, McLean, and Denton. Nays: None.</p> <p>Motion carried: 5 ayes, 0 nays.</p>

DISCUSSION OF NEW / ONGOING BUSINESS WITH POSSIBLE ACTION

2025 Final Budget	An updated final operating budget for the 2025-2026 school year was provided. A public hearing will be held on September 18, 2025. The Board will vote at the September 18, 2025, board meeting.
Community Solar Project	Motioned by Hernandez, seconded by Banasiak, to approve further pursuing and receiving information from Community Solar. Information, including a detailed description of the project and contract, will be brought to a future board meeting. On roll call, the following members voted aye: Hernandez, Banasiak, Balgeman, McLean, and Denton. Nays: None. Motion carried: 5 ayes, 0 nays.
Finance/Facilities	The Board of Education received a financial report from Karen Apostoli, Executive Director of Business and Operations, stating that the district received \$77,500.60 in National School Lunch Program and \$36,579.48 in School Breakfast Program since the last meeting.
Transportation Update	Karen Apostoli, Executive Director of Business and Operations, provided an update on the bus transportation concerns with IL Central. Several conversations have taken

place with several department heads at IL Central to discuss the concerns. IL Central will send a detailed communication plan in the event of a late route, bus breakdown, or other similar issues, and will review its accountability procedures for all drivers. This is the last year of the two-year contract. Further updates will be brought to the Board once received..

ACTION ITEMS

IGA with West Chicago
Park District

Motioned by Banasiak, seconded by McLean, to approve the Intergovernmental Agreement (IGA) with the West Chicago Park District. On roll call, the following members voted aye: Banasiak, McLean, Balgeman, Hernandez, and Denton. Nays: None. Motion carried: 5 ayes, 0 nays.

INFORMATION ITEMS

Camp Olé

The Board was provided with Gary School's Camp Olé.

Emergency Closure Plan

The Board was provided with the emergency plan for the 25/26 school year.

Open Enrollment and
Child Care requests

The Board was provided with the list of open enrollment and child care requests for the 25/26 school year.

Staff Salaries and Benefits

The Board of Education received the IMRF compensation information for the 2025/2026 school year. These salaries and benefits are required to be posted on the ISBE website and the District 33 website.

Current Job Listing

The Board received the most recent posting of available job positions in School District 33.

Suggested Agenda Items for
Next Board Meeting

No suggested items at this time.

Board Outreach

No Board outreach at this time.

Parking Lot

Cathy Park provided an update on the Band/Orchestra summer class.
Janette Hernandez suggested Spanish classes for parents in the District.

REPORT OF DISTRICT COMMITTEE MEETINGS

Board Committee Sign-up

The Board was provided with a committee sign-up.

SASED

Kristina provided an update on the SASED Board of Control.

Open Comments No open comments at this time.

REVIEW OF UPCOMING MEETINGS/EVENTS

The Board of Education members reviewed upcoming meetings.

1st CLOSED SESSION

Motion by McLean, second by Banasiak, to go into closed session at 8:07 p.m. to discuss **(1)** the appointment, employment, compensation, discipline, performance, or dismissal of a specific employee(s), specific independent contractors, specific volunteers, or District legal counsel: however, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with the Open Meetings Act 5 ILCS 120/2c) (1), amended by P.A. 101-459. On roll call, the following members voted aye: McLean, Banasiak, Denton, Hernandez, and Balgeman. Nays: None. Motion carried: 5 ayes, 0 nays.

ROLL CALL

On roll call at 8:17 p.m., the following members were present: Balgeman, Banasiak, McLean, Hernandez, and Denton. Absentees: Doyle and Garcia.

ALSO PRESENT

Kristina Davis, Superintendent, Maggie Lay, LMS Principal, and Sarah Burnett, Assistant Superintendent of Human Resources.

Out of Closed Session

Motion by McLean, seconded by Banasiak, to reconvene to open session at 9:18 p.m. The President took a voice vote and declared the motion passed.

ACTION ITEMS FOLLOWING CLOSED SESSION

Approve the recommendation to Terminate a Classified Staff Member from Employment With West Chicago District 33.

Motion by Balgeman, seconded by Banasiak, to approve the recommendation to terminate Jennifer Mogilinski, Classified Staff member from employment with West Chicago District 33. On roll call, the following members voted aye: Balgeman, Banasiak, McLean, Hernandez, and Dayton. Nays: None. Motion carried 5 ayes, 0 nays.

INTO 2nd CLOSED SESSION

Motion by McLean, second by Banasiak, to go into closed session at 9:21 p.m. to discuss **(1)** the appointment, employment, compensation, discipline, performance, or dismissal of a specific employee(s), specific independent contractors, specific volunteers, or District legal counsel: however, a meeting to

consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with the Open Meetings Act 5 ILCS 120/2c) (1), amended by P.A. 101-459. (2) Student disciplinary cases. Any matter involving an individual student. 5ILCS 120/2(c)(10). Minutes of meetings held for this reason shall never be released to protect the individual student's privacy. On roll call, the following members voted aye: McLean, Banasiak, Denton, Hernandez, and Balgeman. Nays: None. Motion carried: 5 ayes, 0 nays.

ROLL CALL

On roll call at 9:21 p.m., the following members were present: Balgeman, Banasiak, McLean, Hernandez, and Denton. Absentees: Doyle and Garcia

ALSO PRESENT

Kristina Davis, Superintendent, and Sarah Burnett, Assistant Superintendent of Human Resources.

Out of Closed Session

Motion by McLean, seconded by Banasiak, to reconvene to open session at 10:08 p.m. The President took a voice vote and declared the motion passed.

**ACTION ITEMS FOLLOWING
CLOSED SESSION**

Approve Closed Session Minutes

Motion by McLean, seconded by Banasiak, to approve closed session minutes as read. The President took a voice vote and declared the motion passed.

ADJOURNMENT

Motion by McLean, seconded by Banasiak, to adjourn the meeting at 10:08 p.m. The President took a voice vote and declared the motion passed.

President, Rita Balgeman

Secretary, Tom Doyle