

MINUTES OF THE REGULAR MEETING OF
 THE BOARD OF EDUCATION (3rd Thursday)
 SCHOOL DISTRICT 33, DUPAGE COUNTY, WEST CHICAGO, ILLINOIS
 December 18, 2025

President Rita Balgeman called the regular meeting of the Board of Education to order at 7:03 p.m. at Leman 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. Sandra Garcia, Mrs. Janette Hernandez, and Mrs. Molly Denton. Absent: Mr. Tom Doyle.

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; Janet Ayala, Director of Multilingual Learners; Krissy Goebbert, Director of Student Services; Nicole Eimer, Director of Marketing, Communications & Public Relations; Arely Alfaro, Assistant Director of Buildings and Grounds.

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.
 Action item XVI-A was removed.

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 its "shared agreements" and agreed to begin each regular board meeting by reflecting on one of these agreements. The Board revised the shared agreements on November 6, 2014. The agreement's purpose is to help maintain a positive environment for conducting board work.

Board Member Molly Denton shared her statement: "With the holiday season here and in full swing, I want to reflect on the ways I've been encouraged by our D33 community recently. This season can be crazy and overwhelming for parents and school staff, and quite frankly, I'm exhausted. But I have been so encouraged by the numerous ways I have seen people sacrifice their time and resources for each other within our district. I've seen teachers going out of their way to facilitate exciting (and often messy) activities for their students. I've seen PTO's spend their scarce holiday time to plan and run events for students and their families. I've seen administrators organize fun and creative ways to encourage their staff. I've seen parents spend money and time giving gifts to their students' teachers. I've seen countless presents given through partnerships with Toys for Tots and other organizations. There are board meetings, music concerts, Christmas parties, gingerbread house making with 3 year olds, and so much more. This season truly shows that we have a district, including parents, teachers, administrators, staff, and board members, that care for and love our students, their families, and our school community. So I want to thank everyone who has given their valuable time and resources and encourage you to keep that spirit going far past this holiday season."

RECOGNITION/SHOWCASE

PRESENTATION

Recognition

Birth to 3 Showcase

Birth to 3 Supervisor Katey Baldassano presented "All In" for student success through growth and achievement, providing intensive home-visiting services that prepare children for the transition to preschool and kindergarten. By engaging families where they are and honoring parents as a child's first and most important teacher, the program actively fulfills its "Child Find" mandate under the Individuals with Disabilities Education Act. This proactive approach ensures that children with developmental, social-emotional, or physical needs are identified and connected to specialized interventions long before they begin their formal K-12 education.

The program uses high-quality, valid screening tools, which increase the identification of developmental disabilities. This school year, the team has already completed 566 screenings, ranging from developmental and social-emotional assessments to vision and hearing checks. For those enrolled, these screenings

occur every six months to ensure children stay on track. This data-driven approach is highly effective, as evidenced by the fact that 80-90% of children referred by the program ultimately qualify for Early Intervention services. To maintain accuracy and consistency, the program uses specialized screening kits—originally developed during the pandemic—to provide families with the tools and toys needed to complete assessments effectively.

Beyond clinical identification, the program fosters a seamless transition to Pioneer Preschool by utilizing the same screening tools and maintaining close collaboration between programs. The impact of Birth to 3 is amplified by a team of fifteen dedicated staff members who focus on high-quality parent-child interactions and literacy. This year, the program has distributed over 1,600 books and recorded more than 11,000 books read by participating families. Through community pop-up events and a robust schedule of family groups at the Early Learning Center, Birth to 3 ensures that more children enter the school district ready to learn, thrive, and succeed as lifelong learners.

Board Salutes

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 of the District 33 community - which includes all staff members, students, bus drivers, parents/guardians, and guardians - for actions that build 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: Izamara Juarez, Emily Prowell & Monica Alfaro - Pioneer Preschool

Submitted by: Marisol Marquez, Parent

“Izamara Juarez: She is an amazing bilingual teacher at Pioneer, and for her first year, she is doing an amazing job.”

“Emily Prowell: Emily is a great and amazing self-contained teacher. This is my second year working with her, and every day I learn something new. Thank you for doing an amazing job with the kids.”

“Monica Alfaro: This is her first year teaching a bilingual class at Pioneer, and she is doing an amazing job with the kids.”

Salute to: Whitnie Del Toro & Dan Guerrero - Indian Knoll Elementary School

Submitted by: Michelle Olson, Parent

“These two are the dream team, a dynamic duo! They work together flawlessly to create the ideal school environment in every aspect. They are both very hands-on, making sure every student is well supported not only in their learning but also in their character development.

My children are thriving thanks to their strong and proficient leadership. I am so thankful for their dedication to Indian Knoll. Their sacrifices to build an amazing school do not go unnoticed. Thank you, Mrs. Del Toro and Mr. Guerrero, for being all in!"

Presentation***IAR/ISA/ACCESS***

Cathy Park, Director of Assessment and Accountability, presented the IAR/ISA/ACCESS scores to the Board of Education. The district utilizes state assessment scores as a fundamental component of its strategic plan scorecard to monitor progress toward student growth and achievement goals. These assessments, which include the Illinois Assessment of Readiness (IAR), the Illinois Science Assessment (ISA), and the ACCESS test for English Learners, account for 75% of the state's summative designation score. This year, both the IAR and ISA implemented a new four-level proficiency scale to better align results with college and career readiness and other indicators of student success. In response, schools are updating action plans to emphasize mathematical discourse and writing, while a Science Subject Area Committee is currently evaluating the curriculum to improve performance in that discipline. The ACCESS assessment monitors growth in listening, reading, speaking, and writing and serves as a pathway to the Seal of Biliteracy in high school. District data confirms a statewide trend where the highest exit rates occur in fourth and fifth grade before the assessment increases in difficulty during middle school. All buildings have established specific action plans and goals to support their EL student.

E.T.A.W.C. STATEMENT

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

PUBLIC COMMENT

No public comment at this time.
No follow-up comment at this time.

APPROVE CONSENT AGENDA

Approve Board Meeting Minutes

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

... approve the board meeting minutes of November 20, 2025, and December 4, 2025;

Approve Contracts

... approve the contract renewals with the following vendors: Youth Guidance and Puente del Pueblo;

Approve Current Expenditures

... approved the list of bills dated December 8, 2025, through December 19, 2025, in the amount of \$3,724,126.49;

Approve Current Payrolls ...approved payrolls of November 14, 2025, in the amount of \$1,849,652.83; November 28, 2025, in the amount of \$1,859,878.61;

Approve Disposition of Closed Session Audio Tapes ...approved the disposition of audio tape of the Board of Education regular closed session dated June 18, 2024. Meetings that are at least 18 months old and meet the State criteria are disposed of;

Approve Personnel Items ...Approved the following personnel report:

0 Administration:

2 Certified: Talia Quiroga Quisaguano, Bilingual Preschool Teacher at Pioneer Preschool, effective December 9, 2025; Daisy Alvarado-Hernandez, Self-Contained Preschool Teacher at Pioneer Preschool, effective January 5, 2026;

2 Classified: Clint Cox, Executive Secretary for Student Services at ESC, effective December 29, 2025; Evelyn Barron, Paraprofessional at Pioneer Preschool, effective January 5, 2026;

3 Resignations: Mason Polich, Lunch Supervisor at Gary, effective December 10, 2025; Diane Polich, Lunch Supervisor at Gary, effective December 10, 2025; Berlyn Polich, Lunch Supervisor at Gary, effective December 10, 2025.

0 Retirements:

On roll call, the following members voted aye: Banasiak, McLean, Garcia, Hernandez, Denton, and Balgeman. Nays: None. Motion carried: 6 ayes, 0 nays.

FINANCIAL REPORTS

Financial Report

Karen Apostoli, Executive Director of Business and Operations, provided the Board of Education with a financial report stating that the district received \$1,209,173.00 in Evidence-Based Funding since the last meeting.

Treasurer's Report and Budget Report

The Board of Education reviewed the Treasurer's Report and Budget Reports as of November 30, 2025, along with the financial charts.

Student Activity Account Report

The Board of Education received a summary of each school's monthly activity accounts as of November 30, 2025.

DISCUSSION OF NEW / ONGOING BUSINESS WITH POSSIBLE ACTION

Facilities Committee Update

Fred Cadena, Director of Facilities and Grounds, Karen Apostoli, Executive Director of Business and Operations, and George D. Demarakis from ARCON Associates, Inc., provided the Board of Education with an update on the Facilities Committee and Summer 2026 plans.

Joint Annual Conference Recap The Board of Education and District Administrators discussed the sessions they attended during the IASB (Illinois Association of School Boards) Joint Annual Conference.

Notice of Remedy Motioned by Banasiak, seconded by McLean, to approve the Resolution authorizing the issuance of a Notice to remedy to Connor Petterson, certified staff member in contractual continued service with the District. On roll call, the following members voted aye: Banasiak, McLean, Balgeman, Garcia, Denton, and Hernandez. Motion carried: 6 ayes, 0 nays.

ACTION ITEMS

2nd Reading of Policies Motioned by Doyle, seconded by McLean, to approve the 2nd Reading of Policies as follows: Policy 2:120 - Board Member Development; Policy 2:150 - Committees; Policy 2:270 - Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited; Policy 4:10 - Fiscal and Business Management; Policy 4:30 - Revenue and Interests; Policy 4:80 - Accounting and Audits; Policy 4:140 - Waiver of Student Fees; Policy 4:190 - Targeted School Violence Prevention Program; Policy 5:10 - Equal Employment Opportunity; Policy 5:90 - Abused and Neglected Child Reporting; Policy 5:100 - Staff Development Program; Policy 5:190 - Teacher Qualifications; Policy 5:200 - Terms and Conditions of Employment and Dismissal; Policy 5:220 - Substitute Teachers; Policy 5:280 - Duties and Qualifications; Policy 5:300 - Schedules and Employment; Policy 6:20 - School Year Calendar and Day; Policy 6:40 - Curriculum Development; Policy 6:60 - Curriculum Content; Policy 6:130 - Program for the Gifted; Policy 6:160 - English Learners; Policy 6:210 - Instructional Materials; Policy 6:260 - Complaints about Curriculum, Instructional Materials, and Programs; Policy 6:315 - High School Credit for Students in Grade 7 or 8; Policy 7:10 - Equal Education Opportunities; Policy 7:70 - Truancy and Attendance; Policy 7:180 - Prevention of and Response to Bullying, Intimidation, and Harassment; Policy 7:190 - Student Behavior; Policy 7:290 - Suicide Prevention Awareness and Program; Policy 7:310 - Restrictions on Publications: Elementary Schools; Policy 7:340 - Student Records; Policy 8:30 - Visitors to and Conduct on School Property; Policy 7:150 - Agency and Law Enforcement Requests. On roll call, the following members voted aye: McLean, Hernandez, Denton, Garcia, Banasiak, and Balgeman. Nays: None. Motion carried: 6 ayes, 0 nays.

December 2025 Levy

Motioned by Banasiak, seconded by McLean, to approve the adoption of the Tax Levy aggregate Property Tax Levy. The estimated total property taxes to be levied for 2025 are \$53,554,420.00. This represents a 7.82% increase over the previous year. On roll call, the following members voted aye: Banasiak, McLean, Balgeman, Denton, Hernandez, and Garcia. Nays: None. Motion carried: 6 ayes, 0 nays.

McAuley School Bid

Motioned by Banasiak, seconded by Garcia, to approve the contract with Manusos General Contracting, Inc. for work at McAuley School. On roll call, the following members voted aye: Banasiak, Garcia, Hernandez, Denton, McLean, and Balgeman. Nays: None. Motion carried: 6 ayes, 0 nays.

INFORMATION ITEMS

Trimester 1 Academic Accolades

The Board received each school's summary of the achievement celebrations.

Current Job Listing

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

Freedom of Information Report

The Board of Education received the Freedom of Information Act Report, noting 9 new requests since the last board meeting.

Short-term Leave

The Board received the short-term leave report.

Student Chronic Absentee

The Board of Education was provided with information from the Student Chronic Absentee report, which shows that since December 8, 2025, the district-wide chronic absence rate is 16%.

Student Suspension Report

The Board of Education received the Student Suspension report for November 2025, indicating 3 in-school suspensions, 1 out-of-school suspension, and 0 Bus suspensions.

Truancy Referral Report

The Board of Education received the Truancy Referral Report for November 2025, indicating that 1 new student was referred to the Regional Office of Education, and 27 students continue to be listed on the Regional Office of Education truancy referral report

Suggested Agenda Items for Next Board Meeting

No suggested items at this time.

Board Outreach

Molly attended the Gingerbread making at Pioneer and Gary's Pancakes with Santa. Sandra also participated in Gary's Pancakes with Santa. Chad attended the Band and Choir concert. Rita participated in the Art Gala.

Parking Lot

Sandra asked about a possible "Bike Bus" in the district.

REPORT OF DISTRICT COMMITTEE MEETINGS

Open Comments

No open comments at this time.

CLOSED SESSION

Into Closed Session

Motion by McLean, second by Garcia, to go into closed session at 8:08 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. (3) Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. On roll call, the following members voted aye: McLean, Garcia, Balgeman, Banasiak, Hernandez, and Denton. Nays: None.

Roll Call

On roll call at 8:22 p.m., the following members were present: Balgmen, Banasiak, McLean, Garcia, Hernandez, and Denton. Absentees: Doyle.

Also Present

Kristina Davis, Superintendent; Sarah Burnett, Assistant Superintendent of Human Resources; and Karen Apostoli, Executive Director of Business and Operations.

Out of Closed Session

Motion by McLean, seconded by Banasiak, to reconvene to open session at 10:06 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 10:06 p.m. The President took a voice vote and declared the motion passed.