

MINUTES OF THE REGULAR MEETING OF  
THE BOARD OF EDUCATION (3rd Thursday)  
SCHOOL DISTRICT 33, DUPAGE COUNTY, WEST CHICAGO, ILLINOIS  
November 20, 2025

President Rita Balgeman called the regular meeting of the Board of Education to order at 7:03 p.m. at Lemman Middle School, 238 E. Hazel St., West Chicago, Illinois. On roll call, the following members were present: Mrs. Morgan Banasiak, Mr. Tom Doyle, Mr. Chad McLean, Mrs. Sandra Garcia, Mrs. Janette Hernandez, and Mrs. Molly Denton. Absent: Mrs. Rita Balgeman.

**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; Fred Cadena, Director of Building and Grounds; Cathy Park, Director of Assessment and Accountability; Janet Ayala, Director of Multilingual Learners; Krissy Goebbert, Director of Student Services; Sarah Norton, Director of Partnerships; and Nicole Eimer, Director of Marketing, Communications & Public Relations.

**PLEDGE OF ALLEGIANCE**

Morgan Banasiak led those present in the Pledge of Allegiance to the United States of America.

**ADDITIONS/CHANGES**

Motioned by McLean, seconded by Garcia, to approve Morgan Banasiak as President Pro Tem.

**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.

No shared agreement at this time.

## **RECOGNITION/SHOWCASE**

### **PRESENTATION**

#### Recognition

#### ***IPA DuPage Region Middle School Principal of the Year - Maggie Lay***

Kristina Davis read the following statement: “Maggie Lay is a proud life-long resident of West Chicago and a graduate of District 33 schools. She is honored to serve her hometown community as the Principal of Lemman Middle School.

Maggie earned her Bachelor’s degree in K–12 Education and Spanish, *summa cum laude*, from Augustana College. She began her career teaching Spanish in Johnsburg, Illinois, before joining Plainfield South High School in 2008. During her time there, she taught all levels of Spanish, served on the school improvement team, coached varsity cheerleading, and sponsored the National Honor Society for eight years.

After completing her Master’s degree in Educational Leadership from the University of St. Francis, Maggie was promoted to Division Chair for World Language, Fine Arts, and Career & Technical Education. In 2018, she joined District 33 as an Assistant Principal at Lemman Middle School, and in 2021, she was named Principal.

Under Maggie’s leadership, Lemman Middle School has seen significant growth in student achievement, including a 14.8% increase in IAR literacy scores and a 42% increase in IAR math scores. She has also prioritized students’ social-emotional well-being, contributing to a 57% reduction in behavioral incidents during her tenure. Maggie has fostered a strong, positive school culture—reflected in Lemman’s high 5Essentials survey ratings—and expanded student leadership opportunities through the Principal Advisory Committee.

The systems and processes Maggie has developed at Lemman have been recognized district-wide for their effectiveness and adopted across multiple schools. Her leadership reflects a deep commitment to building relationships with students, fostering collaboration, and promoting continuous improvement. If you ask Maggie about Lemman’s accomplishments, she is quick to credit her administrative team and the dedicated Lemman staff for their unwavering commitment to ensuring that each and every student succeeds.

Maggie lends her leadership to her community and organizations beyond Lemman Middle School. A fierce advocate for inclusion, Maggie is a co-chair for the Next Steps conference and a member of

the United Parent Support for Down Syndrome. Maggie is also committed to lifelong learning and is currently pursuing her Doctorate in Instructional Leadership from Aurora University. She is passionate about ensuring equitable access to learning opportunities for all students, regardless of background or barriers.

A dedicated community member, Maggie lives in West Chicago with her husband and three daughters. She remains deeply invested in the success of Lemman Middle School, District 33, and the broader West Chicago community.” A short video created by the Lemman staff and students was played. A representative from IPA presented Maggie Lay with a plaque.

## Recognition

### ***Board Member Recognition Statement 2025***

Tonight, we want to offer our heartfelt appreciation to our Board of Education. While November 15th is formally recognized as School Board Members Day in Illinois, your impact extends far beyond a single day. It is felt every time a student succeeds, every time a staff member feels supported, and every time our community sees the value of public education.

Each of you brings a genuine and unwavering commitment to our students, staff, and families. You listen deeply, ask thoughtful and necessary questions, and come together around every decision with a clear focus on student learning, safety, and well-being. Your presence - whether here in these meetings, at school events, or in listening posts with community members - demonstrates your dedication and care.

Over the past five years, this Board has guided and supported meaningful, forward-thinking improvements across our district. Together, you have championed numerous capital projects, including the development of a new soccer and football field, the creation of an early learning center at Pioneer, the restoration of McAuley School, and safer traffic flow during drop-off and pick-up at Turner School. You have also increased staffing to lower class sizes, expand after-school programming, and better support the academic, behavioral, and emotional needs of our students.

Just as importantly, you have raised the bar for student achievement, setting high expectations for all learners and ensuring that every initiative, resource, and investment is aligned to helping students reach their fullest potential. Your vision has strengthened our instructional systems, elevated academic standards, and empowered educators to deliver meaningful and rigorous learning experiences. This year, your continued dedication was recognized at the state level with the prestigious IASA School Board Governance Recognition - a distinction awarded to boards that demonstrate exceptional leadership, strong governance practices, and a steadfast commitment to continuous improvement. This honor speaks volumes about the caliber of your service and the strength of your collective work on behalf of our district.

And while we take a moment to recognize all that has been accomplished, we do so with the understanding that the work is not

done. Our students' needs continue to evolve, our community's expectations continue to grow, and the landscape of public education continues to change. This Board has consistently shown a willingness to face challenges with openness and integrity, and to move forward with a spirit of continuous improvement. Your commitment to doing what is right (not what is easy) positions us to keep pushing forward, to keep raising expectations, and to keep ensuring that every student in West Chicago has access to the opportunities they deserve. Your service requires long evenings, countless hours of preparation, and time away from your own families. Yet you give this time willingly, with the shared purpose of building the best possible future for our students.

On behalf of our entire district, thank you for your leadership, your partnership, and your steadfast commitment to the children of West Chicago. We are truly grateful for all that you do.

## 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:** Janice Crothers - Volunteer at Gary Elementary School  
**Submitted by:** Melissa Meyer, Gary Teacher

"Janice brings joy everywhere she goes! She brings her skill set to Gary as a former teacher and helps all the teachers that her granddaughter, Sarah, has, and many more! She shares her positivity with students and teachers with such ease. The kids love her because she actively listens to them and makes them feel valued and heard.

She provided my class with extra literacy engagement, and my students cherished every Thursday that she would come to my classroom! During my maternity leave, she continued to come to my class and supported my maternity sub and students. I am so grateful to her and her immense knowledge as a former educator. Thank you, Janice, for all that you do for Gary students and teachers!"

**Salute to:** Alyssa Roberts-Kuehl - Turner Elementary School  
**Submitted by:** Guadalupe Munoz, parent

"Ms. Alyssa is an important part of our Turner Community. She is the first one to greet the kids in the morning when we drop them off, and the last one to say goodbye, and may I say she is always smiling.

During these rough times we are all living in, it is a relief to know that someone is always looking out for our kids when we aren't around. Ms. Alyssa helps out in the lunchroom and is always

ready to help in any way that she can. We are blessed to have her at Turner.”

#### Presentation

#### ***myPerspectives Literacy Pilot***

Maggie Lay, Leman Middle School Principal, brought the literacy pilot program update. In March of 2025, the board approved the Perspectives pilot. The pilot team included teachers from grades 6-8, all of the subject area committee, and a mixture of new and veteran D33 staff. Mrs. Lay shared the pros and cons of using myPerspectives and included information on the committee feedback. All participants who provided feedback on the survey agreed they prefer myPerspectives over American Reading Company. Mrs. Lay will bring back the final recommendation in February.

#### **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 McLean, seconded by Garcia, to approve the consent agenda as follows:

Approve Board Meeting Minutes ... approve the board meeting minutes of October 16, 2025, and November 6, 2025;

Approve Contracts ...approve the contract renewals with the following vendors:  
Purposeful Parenting;

Approve Current Expenditures ...approved the list of bills dated November 10, 2025, through November 21, 2025, in the amount of \$692,957.27;

Approve Current Payrolls ...approved payrolls of October 15, 2025, in the amount of \$1,873,863.74; October 31, 2025, in the amount of \$1,845,582.75;

Approve Disposition of Closed Session Audio Tapes ...approved the disposition of audio tape of the Board of Education regular closed session dated April 18, 2024, and May 2, 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:  
0 Certified:  
1 Classified: Michelle Gonzalez, Lunchroom Supervisor at Indian Knoll, effective November 21, 2025;

3 Resignations: Gloria Cardenas, Family Liaison at ELC, effective November 21, 2025; Yolanda Correa, Paraprofessional at Pioneer, effective November 28, 2025; Cristal Rubio, Executive Secretary for Student Services at ESC, effective January 2, 2026;

2 Job Abandonment: Guadalupe Herrera, Lunchroom Supervisor at Wegner, effective November 21, 2025; Celma Carreira Correa, Lunchroom Supervisor at Wegner, effective November 21, 2025;

0 Retirements:.

On roll call, the following members voted aye: McLean, Garcia, Hernandez, Denton, Banasiak, and Doyle. 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 October 31, 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 October 31, 2025.

## **DISCUSSION OF NEW / ONGOING BUSINESS WITH POSSIBLE ACTION**

### 2025 Intent to Levy

Motioned by Hernandez, seconded by Garcia, to adopt the Resolution of Intent to levy taxes. On roll call, the following members voted aye: Hernandez, Garcia, McLean, Doyle, Banasiak, and Denton. Motion carried: 6 ayes, 0 nays.

### Staffing Agency

Motioned by McLean, seconded by Banasiak, to adopt the contract with Birch Agency for an IEP Specialist. On roll call, the following members voted aye: McLean, Banasiak, Doyle, Denton, Hernandez, and Garcia. Motion carried: 6 ayes, 0 nays.

### Technology BuyBacks

Motioned by Doyle, seconded by Garcia, to approve Haul Dash to purchase the retired technology equipment. On roll call, the following members voted aye: Doyle, Garcia, Hernandez, Denton, Banasiak, and McLean. Motion carried: 6 ayes, 0 nays.

## **ACTION ITEMS**

### 403b Advisory Agreement

Motioned by Doyle, seconded by McLean, to approve the retirement Plan Advisory Agreement with HUB International. On

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

#### CLIC Intent to Renew

Motioned by Doyle, seconded by Hernandez, to approve the intent to renew the contract with Collective Liability Insurance Cooperative (CLIC) for the 2026-27 school year, which begins July 1, 2026. On roll call, the following members voted aye: Doyle, Hernandez, McLean, Garcia, Denton, and Banasiak. Nays: None.  
Motion carried: 6 ayes, 0 nays.

#### School Board Self-Evaluation

Motioned by Hernandez, seconded by McLean, to approve the updates to the Board Protocols and Expectations. On roll call, the following members voted aye: Hernandez, McLean, Doyle, Banasiak, Denton, and Garcia. Nays: None.  
Motion carried: 6 ayes, 0 nays.

#### Discovery Drive Final Agreement

Motioned by McLean, seconded by Hernandez, to approve the final settlement agreement with Discovery Drive Investors, LLC and Discovery Drive Investors II, LLC. On roll call, the following members voted aye: McLean, Hernandez, Denton, Garcia, Banasiak, and Doyle. Nays: None.  
Motion carried: 6 ayes, 0 nays.

### **INFORMATION ITEMS**

#### American Education Week

The Board received information regarding activities during American Education Week.

#### Veteran's Day

The Board received information regarding activities that students participated in in honor of Veterans' Day, which took place on November 11th, 2025.

#### 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 3 new requests since the last board meeting.

#### Short-term Leave

The Board received the short-term leave report.

#### Suggested Agenda Items for Next Board Meeting

No suggested items at this time.

Board Outreach Sandra attended Gary's Veterans Day celebration and Lemans Choir/Maricahi concert.

Parking Lot No parking lot at this time.

**REPORT OF DISTRICT  
COMMITTEE MEETINGS**

Open Comments No open comments at this time.

**CLOSED SESSION**

Into Closed Session Motion by Doyle, second by Garcia, to go into closed session at 8:00 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: Doyle, Garcia, Banasiak, McLean, Hernandez, and Denton. Nays: None.

Roll Call On roll call at 8:13 p.m., the following members were present: Banasiak, Doyle, McLean, Garcia, Hernandez, and Denton. Absentees: Balgeman.

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

Out of Closed Session Motion by McLean, seconded by Hernandez, to reconvene to open session at 9:53 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 Hernandez, to approve closed session minutes as read. The President took a voice vote and declared the motion passed.

**ADJOURNMENT**

Motion by McLean, seconded by Hernandez, to adjourn the meeting at 9:53 p.m. The President took a voice vote and declared the motion passed.

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President, Rita Balgeman

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Secretary, Tom Doyle