

MEETING NOTES
HUMAN RESOURCES/POLICY COMMITTEE
COMMUNITY UNIT SCHOOL DISTRICT 200
April 26, 2024

A meeting of the Human Resources (HR)/Policy Committee of the Board of Education of Community Unit School District 200, DuPage County, Illinois, was called to order at 1:31 PM on Friday, April 26, 2024, at the School Service Center, 130 W Park Ave, Wheaton, IL.

PRESENT

Board Members: Ms. Julie Kulovits
Ms. Angela Blatner

Staff: Dr. Jeff Schuler, Superintendent
Dr. Chris Silagi, Asst. Superintendent for Student Services
Mr. Matt Biscan, Asst. Superintendent for Administrative Services
Ms. Alyssa Barry, Director of Communications & Community Engagement

Discussion of PRESS Issue 114

Dr. Schuler and the committee reviewed questions and/or concerns related to PRESS Issue 114. At the previous HR/Policy meeting, Dr. Schuler provided a copy of the PRESS memo and recommended new policy 2:270 for the committee to review before this meeting.

There was information and/or discussion on the following:

- The recommended new policy 2:270 Discrimination and Harassment on the Basis of Race, Color, and National Origin Prohibited includes some language that is also in existing policies.
- The majority of the changes recommended to other policies are connected to 2:270.
- Dr. Schuler spoke to PRESS General Counsel to obtain additional information. We must have some version of this new policy; noted the issues with only using the UGP policy - monitoring compliance issues at a state level, and expect some changes as a result of the Title IX regulations.
- The impact of broadening the scope of this policy and discrimination as it relates to UGP.
- While redundant in scope, appreciate the alignment to PRESS.
- The committee agreed to move the new policy to the full Board on the May agenda as approval to post for public review and comment.

There was information and/or discussion on the following policy recommendations:

- 5:100 (Rewritten policy) - first aid training - all staff vs. staff in specific areas
- 7:180 - parent notification window

The policies in PRESS Issue 114 will be on the May Board agenda to post for public review/comment.

Review of Board Policy 2:260

This agenda item was incorporated into the discussion around the proposed new PRESS policy 2:270. There was a request to have a better understanding of the UGP process.

There was information and/or discussion on the following:

- Removal of a teacher from an assignment is not covered under UGP policy but under the policy on suspension.
- Reasons you can suspend someone with pay.

- The length of investigation time.
- The volume of UGPs.
- The importance of attempting to be as clear as we can from a communications perspective.
- The likelihood of a teacher being pulled from the classroom due to an investigation.
- The potential impact on teacher retention.
- The impact of social media on the process.

Update and Discussion of Social Media Guidelines and Digital Communications Document

At the last committee meeting, Mr. Biscan and Ms. Barry distributed a draft copy of the social media guidelines and digital communications document as it currently stands to the HR/Policy committee. Board committee members were asked to review the document and send in any questions or comments.

There was information and/or discussion on the following:

- Noted the overall purpose of the document and procedure itself and wanted to clearly lay things out for all stakeholders.
- Google Meet engagement - make more general vs. specifically tied to e-learning days.
- Remind APP - making sure the functionality of what this does will stay in the system.
- Explicit guidelines in providing direction for district accounts vs. personal accounts.
- Staff not using personal accounts to contact students.
- Legal counsel review is pending.
- Setting guidance and framing as aspirational vs. not allowing something to be done.
- Staff that live and work in the school district - as it relates to the guidelines.
- Standards of professionalism.
- Public school district vs. private employer.
- Next steps for the document review.

Review of Administrative Procedure for 7:230

It was noted that the administrative procedure (AP) had not been included in the review of section 7 AP's. The administrative procedure related to policy 7:230 lives in the internal IEP system and has been in place for some time. The procedure was developed by Student Services team members.

There were comments and/or discussion on the following:

- Reporting pieces on physical restraints and isolated timeouts; the District is in compliance with those reporting requirements.
- Latent with ISBE requirements.
- Extensive staff training at the onset of the year.
- Staff restraining of students during a fight is not part of this.
- CAC review - understanding behavior management plans across the spectrum; fulfilling the behavioral interventions committee role.

Other

The "Who to Contact" document was added to every school website, the District website, and was shared with CAC at their last meeting.

Public Comment - None

The meeting adjourned at 2:41 PM.