

**MINUTES**  
**BOARD OF EDUCATION MEETING**  
**COMMUNITY UNIT SCHOOL DISTRICT 200**  
**November 10, 2021**

The first regular meeting of the month of November of the Board of Education of Community Unit School District 200, DuPage County, Illinois, was called to order at the Hubble Middle School, 3S600 Herrick Rd, Warrenville, IL by Board President Chris Crabtree, on Wednesday, November 10, 2021, at 7:00 PM.

**ROLL CALL**

Upon the roll being called, the following were present:

Board Members:      Mrs. Chris Crabtree  
                              Mr. Dave Long  
                              Mrs. Angela Blatner  
                              Mrs. Susan Booton  
                              Mr. Brad Paulsen  
                              Dr. Mary Yeboah

Absent:                    Mr. Rob Hanlon

Also in Attendance:  Dr. Jeff Schuler, Superintendent  
                              Dr. Charlie Kyle  
                              Mrs. Erica Loiacono  
                              Mrs. Melissa Murphy  
                              Dr. Brian O’Keeffe  
                              Dr. Chris Silagi  
                              Mr. Jason Spencer

**PLEDGE OF ALLEGIANCE**

Board Member Brad Paulsen led the Board in the Pledge of Allegiance.

**PUBLIC HEARING**

Approval to Open the Public Hearing on the Driver Education Waiver for the 2021-2022 through 2025-2026 School Years

The Board of Education must hold a Public Hearing on the District’s intent to re-apply for a waiver of state code to allow up to three hours of driver education simulator equivalency, or in other words, a maximum of twelve hours of simulation and three hours of behind-the-wheel instruction towards the six-hour behind-the-wheel requirement. The waiver, should it be approved, would take effect for 2021-22 through the 2025-26 school years. It was noted this would be a continuation of current practice and common for those schools/districts that use simulators.

**MOTION**

Member Paulsen moved, Member Booton, seconded to open the Public Hearing on the Driver Education Waiver for the 2021-22 through 2025-26 School Years. Upon a roll call being taken, the vote was: AYE 6, NAY 0.

**The motion carried 6-0.**

## **PUBLIC COMMENTS ON HEARING**

None

### Approval to Close the Public Hearing on the Driver Education Waiver for the 2021-2022 through 2025-2026 School Years

The Board of Education must approve closing the Public Hearing at the conclusion of comments.

## **MOTION**

Member Long moved, Member Booton, seconded to close the Public Hearing on the Driver Education Waiver for the 2021-22 through 2025-26 School Years. Upon a roll call being taken, the vote was: AYE 6, NAY 0.

**The motion carried 6-0.**

## **COMMUNICATION WITH HOST SCHOOL**

Dr. Jackie Rodriguez, Principal of Lowell Elementary School, thanked the Board of Education for their hard work and dedication. Lowell takes pride in building positive relationships with students and ensuring all students have a trusted adult at school. Several Lowell students presented to the Board on the experiences through which they connect to a trusted adult at school.

## **MODIFICATIONS TO THE AGENDA**

President Crabtree asked that all public comments be truncated to one, so the non-agenda public comment item was moved under the agenda item public comments at the front end of the meeting. The Board supported this agenda modification.

## **BOARD PRESIDENT REPORT**

President Crabtree reported on the following:

- Visited both Emerson and Pleasant Hill Schools. Great to see the interaction and excitement of students and staff, and the FLES pilot program at Pleasant Hill.
- Attended the IASB quarterly large District Board Presidents' Zoom call, as well as the IASB DuPage Fall Division Meeting. Mr. Brett Clark's presentation is available in the latest IASB Journal publication for those Board Members that were not able to attend.
- Board Secretary Long and Board Member Booton were recognized at the Fall Division Meeting for earning their Master Board Level Membership.
- The Joint Annual Conference will take place next week. Board Members were encouraged to highlight something that learned from the conference at the upcoming December meeting, in regards to continuing education.

## **SUPERINTENDENT REPORT**

Dr. Schuler reported the following:

- Recognitions included:
  - Veteran's Day is tomorrow and activities and/or events are planned at each of our D200 schools.
  - November 15 is Illinois School Board Member Appreciation Day. Board members were thanked for their service and the time they give to the community. The D200 Board will be recognized at the upcoming Wheaton and Warrenville City Council meetings.
  - Jennifer Merck of the Student Excellence Foundation was recognized by the Giving DuPage organization during their Volapalooza event that recognizes volunteers.

- Fall High School Sports Season – ran all sports this fall; WNHS football is still competing in playoffs; proud of student accomplishments at both high schools.
  - Fall Performing Arts Events – schools have held band and choir concerts, as well as theater performances.
  - Fall Safety Drills – in the process of finishing the drills required by school code; grateful for the support/partnership with our local police/fire departments.
  - Building Visits – Dr. Schuler has visited a number of our buildings recently and spent time in classrooms; tremendous to be out in the schools and see the work our students and teachers are doing.
- COVID-19 Data Update included information on:
    - Current D200 new student and staff cases
    - Zipcode cases per 100,000 residents
    - D200 new cases per week by school and by level
    - D200 COVID public data dashboard (cumulative cases and close contact quarantine data for the week of Nov 6)
    - Test to Stay (TTS) data for D200
    - D200 student partial and full vaccination rates for MS and HS levels
    - Outbreak and Investigation – IDPH definition and D200 investigation protocol
    - D200 safe hours for the school environment (based on the MIT COVID-19 tool)

There were comments and/or questions on the following:

- Encouraged by the number of COVID cases – District 200 vs. overall DuPage County.
- Elementary vaccination data – when available, can be pulled by zip code out of the system where tracked.

**PUBLIC COMMENTS – Agenda Items & Non-Agenda Items (This was combined with non-agenda items public comments during the modifications to the agenda)**

In accordance with Board Policy 2.230, members of the public wishing to offer public comment had the opportunity to do so. A public comment sign-up sheet was made available until 7:00 p.m. at the meeting site. The Board Meeting was available for viewing via live-stream on the District’s YouTube channel at [www.youtube.com/communityunitschooldistrict200](http://www.youtube.com/communityunitschooldistrict200).

Per Board Policy, the Board may shorten the time allocation for each person to less than 3 minutes to allow the maximum number of people the opportunity to speak. The Board did not shorten the time allocation for each person to speak due to the number of speakers.

Speaker:	Heather Beck Elizabeth Cesarone Liliana Garlt Alicia O’Connell Harold Lonks Rosario Luttenberger Bryan Trebelhorn Jessica Banaszek Amy Kipfer Shannon Lyman Mark Condon Laurie Condon
Topic	Face coverings, Masks, Vaccines, Student Display/Letters

Speaker:	Christie Bartels
Topic	Elementary School Activities - Parent Involvement

Speaker:	Micki Johns
Topic	Portrait of a Graduate

### CONSENT AGENDA

1. Acceptance of Gift to WNHS Fund A Falcon Program – Recommend acceptance of the gift to WNHS as presented.
2. Approval of Bills Payable and Payroll – Recommend approval of the bills payable and payroll as presented.
3. Approval of Minutes – October 13, 2021, Open, and Approval to Destroy Recordings of Closed Sessions Prior to June 2020 As Allowable by Law – Recommend approval of the minutes as presented and approval to destroy recordings of closed sessions prior to June 2020 as allowable by law.
4. Approval of Personnel Report to Include Employment, Resignation, Retirement, and Leave of Absence of Administrative, Certified, Classified, and Non-Union Staff – Recommend approval of the personnel report as presented.

There were comments and/or questions on the following:

- Acknowledgment of Stephanie Mangini’s retirement as Principal of Jefferson Early Childhood Center and appreciation for her years of service.

### MOTION

Member Paulsen moved, Member Yeboah seconded to accept the Consent Agenda as presented. Upon a roll call vote being taken, the vote was: AYE 6, NAY 0.

**The motion carried 6-0.**

### ACTION ITEMS

#### Approval to Post 2022-2023 and 2023-2024 Calendars for Public Review and Comment

The Calendar Committee has been working on a proposal for the school calendar for the 2022-2023 and 2023-2024 school years. We referred back to a 2018 survey that went out to all parents, faculty, and staff of CUSD 200. The survey results favored the end of the first semester before Winter Break. The Calendar Committee used the survey feedback and current feedback from staff to create calendars for the 2022-2023 and 2023-2024 school years. The proposed 2022-2023 and 2023-2024 Calendars were attached to the Board item and will be posted for Public Review and Comment.

Dr. Charlie Kyle provided a PowerPoint presentation on the 2022-23 and 2023-24 calendar committee proposal, which included the following:

- The 2021-22 Calendar Committee members/meeting dates
- 2021-22 Calendar Committee Goals
- 2018 Calendar Survey Results
- 2018 High School Student Survey Results
- 2021-22 Calendar Committee Feedback
- Overview of the 2022-2023 Calendar

- Overview of the 2023-2024 Calendar
- Recommendation of the 2021-22 Calendar Committee

There was additional information/comments on the following:

- The 2018 survey was available to parents, staff, and students regarding ending the first semester and having finals before winter break.
- Had reps from all three levels of administration and staff on the committee, discussed the pros and cons of different calendars, and researched surrounding districts' calendars.
- Due to the pandemic and the impact on the calendar for the last two years, the end of the first semester was pushed to January.
- Several surrounding school districts end the first semester before winter break.
- A Wednesday start to the school year is preferred; and the faculty, staff, and administration did not want to start the school year any earlier than what was presented.
- Feedback varies across the levels on the start date in August.
- Middle Schools wanted the second quarter to extend into January, so all quarters are equal (specifically noted this for the elective classes).
- The number of days in semester one vs. semester two.
- Caveats – the Countywide Institute Day for DuPage County, as well as the Spring Break week for 2024, are tentative dates, as these are not set by the county yet.

There were questions/comments/discussions on the following:

- It has been a long-time goal for the Board to have finals before winter break.
- The reasoning for the different start dates for Grades 1-12 vs. Kindergarten and Early Childhood.
- The reasoning for the MS not ending the second quarter before winter break.
- HS courses and the difference between the two semesters; AP exams given in the Spring.
- The number of days in a school year – 175 vs. 176 (assumes four additional Institute Days) and the impact of evening parent-teacher conferences.
- Placement of the Teacher Workday/Institute Day at the tail end of winter break.
- Rhetorical Questions regarding Columbus Day/Indigenous People's Day in relation to the D200 mission/Vision 2022 in the Portrait of a Graduate.
- The format of what finals week would look like; exploration and nature of assessments given.
- Transition program – follows the HS calendar.

It was recommended that the Board of Education approve the posting of the 2022-2023 and 2023-2024 Calendars for Public Review and Comment.

## **MOTION**

Member Booton moved, Member Long, seconded to approve the posting of the calendars for public review and comment as presented. Upon a roll call vote being taken, the vote was AYE 6, NAY 0. **The motion carried 6-0.**

## **ORAL REPORTS**

### 2021 Property Tax Levy – Revenue Recapture Public Act 102-0519

Public Act 102-0519 was signed into law on August 20, 2021. The Act amends the Property Tax Extension Limitation Law (PTELL). The implications of this law on CUSD 200 were discussed. The Act amends PTELL to provide that a taxing district's levy will automatically be increased each year to recapture property tax refunds made in the prior 12 months arising from a PTAB appeal, tax objection suit, or certificate of error that reduced a property's assessed value. Because

this Act was placed in the PTELL section of the Property Tax Code, it appears to apply only to taxing districts covered by PTELL, which includes CUSD 200. Under the new Act, on or before November 15 of each year, the county treasurer will certify each covered taxing district's aggregate property tax refunds for the preceding 12 months (November 1 through October 31). The county treasurer will then extend the recapture levy based on the certified amounts of the property tax refunds. The Act specifically provides that, for purposes of PTELL, the taxing district's most recent aggregate extension base shall not include the prior year's recapture levy. Thus, this recapture levy will not be included in the subsequent year's tax cap calculation. The Act does not give the Board of Education the discretion to decline or abate this new supplemental extension.

Dr. Brian O'Keeffe shared a PowerPoint presentation on PA 102-0519 (Senate Bill 508) that included information on the following:

- Property Tax Revenue Recapture: Collecting Prior Year's Uncollected PTABs, Court Orders, and Certificates of Error
- Public Act 102-0519
  - Created Section 18-233 of Property Tax Code
  - Automatic levy increase applied by county tax extension officials each tax levy year
  - DuPage County Treasurer to Certify Refunds (specific refunds for Certificates of Error, Court Order, and/or PTAB Decisions)
  - Levy Edit Report (separate levy line added by the clerk; not subject to the Tax Cap (PTELL – Property Tax Extension Limitation Law))
- HB4130 – Trailer Bill

There was additional information/comments on the following:

- PTAB appeal goes to the state when somebody disagrees on how their property has been assessed.
- Tax objection suit – would go through the courts.
- This act implements an automatic tax levy increase related to refunds that were issued after taxes were paid for a prior twelve months (Nov 1 – Oct 31).
- By November 15, the District should be receiving a certified amount of refunds (specific refunds for certificates of error, court order, and/or PTAB decisions).
- HB4130 is a Trailer Bill that is currently sitting in the rules committee. This Trailer Bill would repeal Public Act 102-0519. If it moves forward, would allow boards to have a choice on whether or not you want to accept this additional recapture levy, abate it, or just decline it.

There were questions/comments/discussions on the following:

- Impact on individual property tax homeowner's bill and clarification this is not related to anything the District can do or make decisions on.

### Student Learning Feature

A virtual learning option was offered to students last year during the pandemic. Teachers in this virtual setting provided students with learning opportunities, using new or different methods and tools.

This student learning feature focused on reflections from last year's virtual experience, some key takeaways of what was learned, and how this shaped the learning experience this year. Mrs. Danielle Moran, Principal of Elementary Virtual Academy for 2020-21, shared a PowerPoint

presentation on “What We Learned, From Learning Virtually” that included information on the following:

- Innovation – new ideas, new ways of thinking
- Adapt – flexibility and versatility in teaching
- Student Engagement – communicate, engage, have fun
- Digital Tools – technology, resources, & exploration
- Connections – collaboration & relationships
- This Year, in Classrooms – video featuring Virtual Academy staff what was learned and carried over into this school year

There was additional information/comments on the following:

- Questions asked to the Virtual Academy teachers: 1) What was the biggest takeaway or the most important thing learned from the last school year? and 2) How did the pandemic change the instructor’s teaching for the better?
- Since teachers could not do things as usual in a virtual environment, they needed to be intentional about learning.
- Finding ways to creatively problem solve when things did not go as planned in a virtual learning classroom changed the thinking and approach of the staff.
- Connecting with students by connecting with families.
- Student engagement was the biggest predictor of success – the more students engaged, the more successful they were.
- Staff learned new digital tools that carried over into teaching spaces this year.
- Collaboration between staff and relationships between the home and school were key; purposefully cultivating supportive relationships with parents is crucial for student success and engagement.

There were questions/comments/discussions on the following:

- The number of students currently being served in the virtual space (homebound program).
- Hospitalizations and how the District is serving the needs of inpatient and outpatient students.
- The success of virtually related teaching modalities as it relates to the gaps in learning.
- How to account for the fact there are still some gaps in learning and experience, and the relationship to attendance and support from home in the virtual environment last year.

#### Update on the Human Resources Department

The Board was reminded this is one of the items on the District dashboard. Every year data is reviewed on new hires – the activity of the department and the composition of the new hires to the District. Dr. Charlie Kyle shared a PowerPoint presentation on Human Resources in District 200 that included information on the following:

- Human Resources BOE Focus
  - Vision 2022 target under Learning Support Systems
  - Equity/Proactive Practices work plan under Commitment to Diverse Hiring Practices
- District Overview 2020-2021
  - Staff hired – teachers, support staff, admins, summer rec/summer school staff
  - Guest teachers (substitutes) hired
  - Resignations, employee assignment changes, leaves of absences, student-teacher placements, lane changes, microcredentials, recognition of service award recipients

- Processing fraudulent unemployment claims, permissive transfers
- FOIA requests
- Human Resources Implementations
  - New HR/Payroll I-Visions system
  - COVID-related tasks – staff survey requests and follow up, Families First Coronavirus Response Act (FFCRA), employee absences/childcare needs, sick days
  - Virtual Academy staffing
  - Recruitment of staff – several positions
  - Adjusted start of school year impact and pivot to remote learning at the secondary level
- Staffing – Head Counts
  - Certified, Non-certified, Administration for FY20, FY21, FY22
  - 20-21 Retirements
- Diversity Overview
  - Hires for administration, certified, support, and substitute staff for 2018-19, 19-20, 20-21, and 21-22
- Retention
  - Retention rates for insurance, utilities, technology, education
  - CUSD 200 retention rate for certified staff
- Turnover
  - US Dept. of Labor & Statistics – Education & Health Services Quit Rate
- Shortages
  - American Association of Colleges for Teacher Education (AACTE) - Decline in number of people completing teacher preparation programs nationwide
  - IL Association of the Regional Supt. of Schools (IARSS) – study highlighting teacher shortage problem and substitute teacher shortage
  - IL State Board of Ed (ISBE) – significant increase in unfilled teaching positions
- Educational Career Pathway
  - CUSD200 work to recruit teachers from current high school students to come back to the district, post-college, as a teacher
  - Creating a pipeline to address the teacher shortage
- Hiring Challenges
  - Special Education Teachers and Teaching Assistants, Psychologists, Social Workers, Occupational and Physical Therapists, Speech Pathologists, Guest (Substitute) Teachers, Nurses, Bilingual Teachers, Foreign Language and Business Teachers at the HS level, Lunchroom Supervisors
- Actions CUSD 200 Implemented to Combat the Shortage
  - Increasing Guest Teacher Pay (daily, permanents and long-term)
  - Negotiated new Classified Employee Association (CEA) Contract
  - Post the hard-to-fill positions in Chicago Tribune; post all positions on Indeed, online, and the District website
  - Advertise open positions on Twitter, Facebook, and to the CUSD 200 community
  - Attend Education job fairs
  - Using QR codes at all District buildings to attract parents, grandparents & guardians to fill openings
  - Contract out of district for hard-to-fill certified/non-certified positions



There was additional information/comments on the following:

- Continue to hire, develop and retain high-quality staff; and actively recruit diverse teaching candidates through job fairs and university partnerships.
- The high number of employee assignment changes was due to the establishment of the Virtual Academy in the 2020-21 school year.
- D200 was one of the few districts that brought in student teachers last year.
- Fraudulent unemployment claims – there was a breach at the state level and employers all over the state of IL were affected by this.
- Definition of microcredentials for certified staff and how they are earned.
- Proud of the fact District 200 brought in elementary students all year during the 2020-21 school year.
- The increase in certified staff in FY 21 and 22 is due to lower class sizes (due to physical distancing during COVID times).
- Focus on hiring the best candidate for positions, but also focus on bringing in some diverse hires. The teaching profession, in general, is losing candidates, so can make this difficult.
- District 200 has had to utilize outside resources for some support staff positions, and now for some teaching positions that are hard to find.
- The plan is to add two new high school courses to the course offerings centered on the education career pathway.
- Thinking outside the box to fill open positions.

There were questions/comments/discussions on the following:

- The plan/focus for the next five years is to combat the teaching shortage concerning specialized teaching positions (such as foreign language). Focus on using every recruiting strategy we can to fill positions; noted blended learning experiences, increased relationships with student-teacher universities. The best recruiting tool we have is our staff.
- Suggestion to do a video and interview current lunch supervisors, teaching assistants, guest teachers, etc. to promote these positions, and push the video out to the community.
- The fraudulent unemployment claims issue is not specific to our district or the education industry.
- Clarification on a permanent guest teacher vs. long-term guest teacher role and pay.
- The fantastic work of the HR dept. during the last year; the stress of the hiring challenges being felt on the teachers; D200 is competing against other school districts with the same problems – and the need to think outside of the box, build different platforms to promote our successes and recruit.
- Concern over shortages in the special education teacher/teaching assistant positions and the impact of staff inconsistencies on the students.
- Outside sources/coops to fill positions – can this apply to teaching assistants as well?
- Suggestion to include a blurb in the Board highlights email to the community to reach out to grandparents, others available during the school day to recruit hires for open positions.

## **WRITTEN REPORTS**

Monthly Financial Reports

FOIA Report

Board Communication Log

Citizens Advisory Committee (CAC) Report

## REPORTS FROM BOARD MEMBERS

### Other Reports from Board Members

- Board Members reported on visits to their adopted schools and meetings with their teacher groups. There was feedback offered from teacher groups on social behavioral issues among students and an increase in speech referrals, and Board members recognized the teachers and staff for all of the work they do with children.
- Thank you for putting vaccine information out to interested families and to the organizations that hosted vaccine clinics.
- A request for a summary of the audit highlights for Board Members to review, as has been provided in the past, as well as a request for a copy of the audit to be provided to the Board as soon as possible so this can be properly reviewed before the meeting.

## TOPICS FOR FUTURE DISCUSSION

2020-2021 Audit

2021 Property Tax Levy

5-Year Financial Projections

Board Member requests for “topics for future discussion” included:

- Formal review of the District 200 dress code, specifically the point of all clothing covering from shoulders to mid-thigh, as this targets females; as well as dress codes for athletic training in and out of buildings. A request for students of all genders to be involved in this conversation.
- Mitigations – how they are going and where they are headed.

## NEXT REGULAR MEETING

December 8, 2021, 7:00 PM, Hubble Middle School

**PUBLIC COMMENTS – Non-Agenda Items – This was combined with agenda items public comments during the modification to the agenda.**

## CLOSED SESSION

Pursuant to 5 ILCS 120/2 (c) (1) The Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees, Specific Individuals who Serve as Independent Contractors in a Park, Recreational, or Educational Setting, or Specific Volunteers of the Public Body or Legal Counsel for the Public Body, including Hearing Testimony on a Complaint Lodged Against an Employee, a Specific Individual who Serves as an Independent Contractor in a Park, Recreational, or Educational Setting, or a Volunteer of the Public Body or Against Legal Counsel for the Public Body to Determine its Validity.

## MOTION

Member Crabtree moved, Member Long, seconded to adjourn the meeting to closed session pursuant to the IL Open Meetings Act exemption 5 ILCS 120/2 (c) (1). Upon a roll call being taken, the vote was AYE 6, NAY 0. **The motion carried 6-0.**  
There was no action expected following the Closed Session.

The meeting adjourned to Closed Session at 9:24 PM.

---

**Dave Long, Secretary**

---

**Chris Crabtree, President**