

MINUTES
BOARD OF EDUCATION MEETING
COMMUNITY UNIT SCHOOL DISTRICT 200
April 26, 2023

The second regular meeting of the month of April of the Board of Education of Community Unit School District 200, DuPage County, Illinois, was called to order at the School Service Center, 130 W. Park Ave., Wheaton, IL by Board President Chris Crabtree, on Wednesday, April 26, 2023, at 7:00 PM.

ROLL CALL

Upon the roll being called, the following were present:

Board Members: Mrs. Chris Crabtree
 Mr. Rob Hanlon
 Mr. Dave Long
 Mrs. Angela Blatner
 Mrs. Susan Booton
 Mrs. Julie Kulovits
 Mr. Brad Paulsen

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 Booton led the Board in the Pledge of Allegiance.

MODIFICATIONS TO THE AGENDA

None

PUBLIC COMMENTS – Agenda Items & Non-Agenda Items

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.

Per Board Policy, the Board may shorten the time allocation for each person to less than three 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.

<u>Speaker</u>	<u>Topic</u>
Erica Bray-Parker	Thanks

ACTION ITEMS

Approval of Personnel Report to Include Employment, Resignation, Retirement and Leave of Absence of Administrative, Certified, Classified and Non-Union Staff

The Superintendent or his/her designee is responsible for recruiting personnel, in compliance with Board of Education policy, and making hiring recommendations to the Board of Education.

The candidates presented on the Personnel Report have been screened and are determined to be the best qualified consistent with budget and staffing requirements.

There was additional information and or comments on the following:

- Mr. Jim Zimmerman was introduced as the new Assistant Principal for Edison Middle School effective July 1, 2023.

It was recommended that the Board of Education approve the Personnel Report as presented.

MOTION

Member Booton moved, Member Hanlon seconded to approve the personnel report as presented.

Upon a roll call vote being taken, the vote was AYE 7, NAY 0.

The motion carried 7-0.

Approval of WWEA Contract

The current collective bargaining agreement with the Wheaton Warrenville Education Association (WWEA) expires on June 30, 2023.

The Board of Education established the District's parameters for the bargain in January 2023. The Board was appraised of and reviewed the bargaining process on three separate occasions in executive session during the course of negotiations.

The four-year tentative agreement covers the 2023-24, 2024-25, 2025-26, and 2026-27 school years. It adds 10 minutes to the elementary student day and provides for competitive salary increases that are reflective of comparable school districts and the current employment market.

The Administration reviewed a WWEA Collective Bargaining Agreement PowerPoint presentation, which included information on the following:

- Background and History
- Board Process
- Bargaining Overview
- Contract Goals
- Contract Highlights
- Compensation
- Evaluation of Contract Goals
- Questions and Board Recommendation

There was additional information on the following:

- WWEA (Wheaton Warrenville Education Association) represents 1,155 licensed staff members in the District.
- The most recent contract was a four-year agreement that ran from 2018-2022, with a one-year extension for 2022-23.
- In 2018, there were significant adjustments to the contract – the salary schedule was replaced with strategic compensation; microcredentials were introduced to incentivize

professional growth and to accelerate salary and compensation (in addition to market-driven salary increases).

- The Board process began in July 2022 when the Board reviewed the bargaining team, projected timeline, and process. There were several other reviews/updates provided, the last of which was the review of the Tentative Agreement in April 2023.
- Recognized the bargaining team members from both the District Administration and the WWEA and thanked all for committing the time to the bargaining process.
- The review included looking at market comparison data, including competitiveness across all experience years within the district.
- The bargaining sessions began in January 2023 and after eight sessions, the TA was reviewed and ratified with great support by WWEA members (92% pass rate) the week of April 17, 2023.
- Contract goals from the Administration side included providing essential labor stability; balancing economic realities and the continued need to present balanced budgets; addressing the Vision 2026 goal to recruit, hire and retain a high-quality staff by remaining competitive with neighboring districts and labor market; and supporting our strategic work – especially in the areas of learning acceleration, expansion of post-secondary opportunities and supporting SEL needs of students by ensuring school connectedness.
- Contract highlights include a four-year agreement through June 30, 2027; expansion of the Elementary school day by 10 minutes (start time will be adjusted to 9:05 AM) which will allow the elementary specials to be scheduled to maximize academic instructional time through uninterrupted academic blocks. This also supports learning acceleration work; a formal mentoring program will be reintroduced for first-year teachers; extra duty stipends will be adjusted (and a full audit will be done to ensure support for all students); included specific retirement language into the contract; and Jefferson ECC planning days will be shifted to Tuesday during weeks where there is a Monday holiday.
- Compensation highlights include a 6% salary increase during years 1-3, and increasing starting teacher salary each year (by 5.5%). Year 4 will be a blended CPI increase with a floor (3.5%) and ceiling (4.5%). Microcredentials will move from stacks to individual completion.
- The administration believes that all four contract goals will be met with this contract.

There were questions/comments/discussion on the following:

- Contracts are more comprehensive than compensation.
- The 10 minutes added at the Elementary level amount to nearly five extra days of school for elementary students.
- Competitiveness with compensation.
- Four-year advance notice for retirement will assist with long-range financial planning.
- Will need to watch the budget – there is always something in the distance we need to prepare for.
- Acknowledging the difficulties of the last three years and treating teachers with the dignity and respect they deserve.
- How to provide a school district as it relates to the contract – includes looking at the market analysis and getting us into a competitive position, looking at the teacher retention rates (declined recently). The importance of doing this within our means and having effective use of resources. The opportunity cost if we do not do this.
- Concern over making up \$2.5 million in this coming year, and what the reduction of staff will look like this year and in the coming years.
- Executing the plan in years 3 and 4.

- Gaps and having to figure out how we are going to close them. The need to close the financial gap and make tough choices vs. looking at the market and fixing that.
- The number of expenditures coming up.
- Returning of released staff (due to the annual release of staff in April).
- The many variables that come into the budget in the fall; what the staffing plan will look like in the fall.
- Prioritizing strategic work that is identified for our students.
- Increasing wages due to high turnover is happening in the business world, not just in education.
- Retention – 2018 is a different world than we live in today.
- We have invested a lot in our teachers, but they have invested a lot in us.
- The need to attract and retain good teachers.

It was recommended that the Board of Education approve the collective bargaining agreement with the WWEA for the period of July 1, 2023, through June 30, 2027, as presented.

MOTION

Member Crabtree moved, Member Paulsen seconded to approve the collective bargaining agreement with the WWEA for the period of July 1, 2023 through June 30, 2027 as presented. Upon a roll call vote being taken, the vote was AYE 7, NAY 0.

The motion carried 7-0.

ORAL REPORTS

Referral GPS and Social-Emotional Learning

This year District 200 has prioritized goals and strategies aligned to our social-emotional learning framework in the areas of relationships, mindset, learning, behavioral wellness and emotional wellness. A significant goal was to implement a process giving families and students access to outside care and treatment. This year, District 200 forged a partnership with Referral GPS to achieve this goal.

Dr. Chris Silagi, Asst. Superintendent of Student Services, along with Mr. Amit Thaker, Founder and CEO of ReferralGPS, provided an update on social-emotional learning goals and strategies was given with a focus and overview of our partnership with Referral GPS. Referral GPS provides families and students access to care providers outside of our school system. Our partnership has helped to support students and families in need of treatment and care.

The SEL Framework review included information on the following:

- Framework for SEL
 - Developed in 2018-19 by District stakeholders; Rooted in research; Defines SEL; Covers the breadth & depth of SEL; Allows for alignment of strategies and programming
- Purpose of SEL
 - Improve student learning; Provide supports for students with emotional and behavioral health concerns; Enrich the school experience through relationships and extra-curricular opportunities
- Programming in Layers
 - Some strategies for all students, some strategies for specific students with specific needs

- Goals and Strategies
 - School connectedness: relationships; Extra-curricular participation; Ensuring behavioral wellness; Acknowledge, Care, Tell; Crisis response and emotional wellness support; Growth mindset culture; Layered data and assessment; Student access to outside care
- Layered Data and Assessment
 - Trusted adult relationship survey; Co-curricular participation; SAEBRs; B-SAD; Risk of harm to self, Hospitalizations
- Outside Care
 - Goal: utilize community partnerships to enhance outside mental health support and care for D200 students
 - Why?: removes barriers for students that need access to intensive outside care
 - How?: ReferralGPS partnership

A review of ReferralGPS (Connecting Patients to Treatment) included information on the following:

- Everyone has a story – Amit Thaker’s story
- Today vs. Yesterday
- ReferralGPS
 - Mission to help people get connected into mental health care; Different organizations, lists, folders, binders; Resource rich but coordination poor; Hospitals, schools, PCPs, pediatricians, colleges, police departments; Collected data from various organizations; Contacted area treatment providers and collected more data; Launched an online database with data auditing
 - Members of District 200 (staff and families) have access to this tool
 - Insurance, location, specialty, and much more; Refer a family and the navigation team will reach out and help them figure out the next steps
- Results – March 2023
- Observations
 - To date, District staff have utilized ReferralGPS to conduct over 5,100 treatment searches since the onset of the program
 - Most frequently presented issues include: anxiety, depression, stress management, and parenting strategies
 - The District continues to see usage of the co-branded public anonymous search site (<https://referralgps.com/dashboard/CUSD200>), helping many families connect with treatment resources since the launch
 - 161 families have searched for resources on the co-branded anonymous site, ranking as one of the highest utilizers (when compared to area districts), speaking towards the need in the community
- District Organizational Detail (*statistics from the start of the program through 4.10.23)
 - 5,134 treatment searches conducted. 837 treatment profiles viewed, 190 treatment websites viewed, 28 treatment phone numbers viewed, 928 treatment resources shared via email, 42 treatment resources shared via SMS, 161 co-branded public resource site accessed, 36 families self-referred to care navigation, 108 families referred to care navigation through District staff
- Navigation Case Example

There was additional information/comments on the following:

- Extra-curriculars and the relationship to behavioral wellness.

- Enhancing student learning through integrating a growth mindset culture – example of implementing the new math curriculum; teacher mindset impacts student mindset which impacts student learning, achievement and outcomes.
- Layered data and assessment – ongoing work that started years ago; what we assess in the social-emotional space.
- Trusted Adult Relationship Survey – Data from last spring (95% elementary, 84% MS, 88% HS).
- Co-curricular Participation – Current data (72% HS); 6% increase from the last survey.
- SAEBRS – brief screener that can indicate the overall health/unhealthiness of the District – current data: Elem (92% low risk, 7% some risk, 1% high risk); MS (94% low risk, 5% some risk, 1% high risk).
- B-SAD – self-survey to check for depression and suicide risk in HS; part of the Signs of Suicide (SOS) program.
- Risk of Harm to Self – procedure implemented five years ago; comprehensive process staff undertakes when a student demonstrates a risk of harm to self; this year have done 322 evaluations of risks of harm to self.
- Hospitalizations for mental health reasons – current data (97 HS; 28 MS); the role of the emotional wellness coordinators to partner with and support the student/family.
- Providing a deep level of therapy/treatment or care that some of our students may need and enhancing mental health support by forming a partnership with Amit and ReferralGPS.

There were questions/comments/discussion on the following:

- Informing parents about ReferralGPS; how to promote this and how to educate/train our staff on this service.
 - There is a multi-prong approach to promote ReferralGPS – school newsletters/emails, District 200 website. The most effective mode of communication is the school-specific newsletters.
 - Trained all admins and student services staff on ReferralGPS.
 - New training annually.
- Work with a lot of families through the summer months.
- Navigating the site for those families where English is not the primary language – the site has a translation feature; also has therapists that speak different languages.
- Request for additional information on the District 200 website and individual school websites to make sure it is noted where parents can look for ReferralGPS on specific pages of the site(s) when looking for mental health services.
- The ReferralGPS information is worth repeating in newsletters at both the MS and HS levels.

CLOSED SESSION

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 5 ILCS 120/2 (c) (1), and Student Disciplinary Cases 5 ILCS 120/2 (c)(9)

MOTION

Member Crabtree moved, Member Hanlon seconded to adjourn the meeting to closed session for the purpose of 5 ILCS 120/2 (c)(1) and 5 ILCS 120/2 (c)(9). Upon a roll call being taken, the vote was AYE 7, NAY 0.

The motion carried 7-0.

Action was expected following the Closed Session.

The meeting adjourned to Closed Session at 8:34 PM.

RECONVENE IN OPEN SESSION

Member Long moved, Member Blatner seconded to reconvene in Open Session. Upon a roll call being taken, the vote was: AYE 7, NAY 0. **The motion carried 7-0.**

Roll call was taken, all Board Members were present, and the open session was reconvened at 9:27 PM.

ACTION ON CLOSED SESSION ITEMS

Approval of Student Discipline Recommendation, Student E2022-23-05

The Board of Education is authorized to expel students guilty of gross disobedience or misconduct for a period not to exceed two years. The Board, in Closed Session, reviewed information regarding a student discipline issue.

It was recommended that the Board approve the administrative recommendation related to the student disciplinary matter reviewed in Closed Session.

MOTION

Member Paulsen moved, Member Long seconded to approve the student discipline recommendation determined in closed session for student E2022-23-05. Upon a roll call being taken, the vote was: AYE 7, NAY 0. **The motion carried 7-0.**

ADJOURNMENT

MOTION

There being no further business to come before the Board in Open Session, Member Booton moved, Member Paulsen seconded to adjourn the meeting. Upon a voice call being taken, all were in favor.

The motion carried 7-0.

The meeting adjourned at 9:30 PM.

Dave Long, Secretary

Chris Crabtree, President