

**MEETING NOTES**  
**HUMAN RESOURCES / POLICY COMMITTEE**  
**COMMUNITY UNIT SCHOOL DISTRICT 200**  
**February 1, 2022**

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 the School Service Center, 130 W Park Ave, Wheaton, IL on Tuesday, February 1, 2022, at 3:03 PM.

**PRESENT**

Board Members: Mr. Rob Hanlon

**ABSENT**

Dr. Mary Yeboah

Staff Present:

Dr. Jeff Schuler, Superintendent

Dr. Charlie Kyle, Assistant Superintendent for Administrative Services

Dr. Chris Silagi, Assistant Superintendent for Student Services

**Discussion of 2021 PRESS Issue 108**

Dr. Schuler noted PRESS Issue 108 had 60 policies in total for District 200 review. The committee reviewed 36 policies at the January meeting and placed the majority of them on the January Board of Education meeting agenda for public review and comment. The remaining policies in this issue have more substantive changes and the majority will be reviewed at this meeting. Board committee members were reminded of the process for PRESS recommendations, which includes disseminating the recommended revised policies to the appropriate department for review. Policies are returned with feedback from the Administration to adopt as recommended by PRESS or adopt with changes as recommended by the District. The policies are then brought for discussion at the HR/Policy Committee.

The policies reviewed by the committee included the following:

- Revised Policy 5:10 – Equal Employment Opportunity and Minority Recruitment
- Revised Policy 5:50 – Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition
- Revised Policy 5:90 – Abused and Neglected Child Reporting
- Revised Policy 6:50 – School Wellness
- Revised Policy 7:20 – Harassment of Students Prohibited
- Revised Policy 7:30 – Student Assignment and Intra-District Transfer
- Revised Policy 7:60 – Residence
- Revised Policy 4:160 – Environmental Quality of Buildings and Grounds
- Revised Policy 4:170 – Safety
- Revised Policy 5:100 – Staff Development Program
- Revised Policy 5:125 – Personal Technology and Social Media; Usage and Conduct
- Revised Policy 5:150 – Personnel Records
- Revised Policy 5:185 – Family and Medical Leave
- Revised Policy 5:250 – Leaves of Absence
- Revised Policy 5:330 – Sick Days, Vacation, Holidays, and Leaves
- Revised Policy 6:180 – Extended Instructional Programs
- Revised Policy 7:160 – Student Appearance

- Revised Policy 7:180 – Prevention of and Response to Bullying, Intimidation, and Harassment
- Revised Policy 7:190 – Student Behavior
- Revised Policy 7:200 – Suspension Procedures
- Revised Policy 7:210 – Expulsion Procedures
- Revised Policy 7:240 – Conduct Code for Participants in Extracurricular Activities
- Revised Policy 7:290 – Suicide and Depression Awareness and Prevention
- New Policy 4:165 – Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors

There was discussion on the following:

- Policy 6:180 – address conflicts with students; specific anti-bias curriculum may be offered, but not currently provided.
- Policy 5:150 – slightly confusing language in point two.
- Policy 5:250 – asking for some level of documentation if granting a sick leave; added language is IL statute.
- Policy 7:60 – consistency with the law.
- Policy 4:165 – definition of grooming behavior. Related to revised policy 5:120.
- Policy 7:30 – pulled from the January Board agenda and brought back to the committee. Revised language to #2 to read “create any recommendations for new units...”
- Policy 7:290 – methods of intervention should indicate it includes but is not limited to. The language will be revised. Concern over the reference to an administrative procedure in a policy. Will revise language and end #5 with the title of policy 7:10.
- Policy 7:20 – question if this is currently happening at the school level.
- Policy 7:180 – connection to policy 7:20.
- Policy 7:160 – as part of the handbooks review, the dress code is being reviewed and addressed.
- Policy 6:50 – unused food sharing plan. Recommend a measure in place that protects the District from liability. Consulting with the local health department.
- Policy 5:90 – intersects with other policies related to grooming. Part of the GCN tutorials staff is required to view annually.
- Policy 5:330 – calling out the specific date of elections. Ensuring the District consults with board attorney as recommended by PRESS. Consistency as to how we treat/define state holidays.
- Policy 5:185 – confirmation this is the practice; qualifications for FMLA.
- Policy 4:170 – the Board or designee - reference to the safety committee via the direction from Dr. Schuler.
- Policy 4:160 – pulled from the January Board agenda and brought back to the committee. Dr. Schuler spoke with the PRESS attorney and pesticides language was stricken from recommended revision.

Policy 4:165 will not be placed on the policy posting consent agenda in February. Four policies are remaining from PRESS Issue 108 that need to be addressed: 4:165, 5:120, 6:60, and 7:315.

### **Discussion of Future Agenda Topics**

None

### **Public Comment**

None

The meeting adjourned at 4:08 PM.