

MINUTES
BOARD OF EDUCATION MEETING
COMMUNITY UNIT SCHOOL DISTRICT 200
September 13, 2023

The first regular meeting of the month of September of the Board of Education of Community Unit School District 200, DuPage County, Illinois, was called to order at the Wiesbrook Elementary School, 2160 Durfee Rd., Wheaton, IL by Board President Rob Hanlon, on Wednesday, September 13, 2023, at 7:00 PM.

ROLL CALL

Upon the roll being called, the following were present:

Board Members: Mr. Rob Hanlon
 Ms. Julie Kulovits
 Mr. Dave Long
 Ms. Angela Blatner
 Mr. Erik Hjerpe
 Mr. Brad Paulsen
 Mr. John Rutledge

Also in Attendance: Dr. Jeff Schuler, Superintendent
 Mr. Matt Biscan
 Ms. Erica Loiacono
 Ms. Melissa Murphy
 Dr. Brian O’Keeffe
 Dr. Chris Silagi
 Mr. Jason Spencer

PLEDGE OF ALLEGIANCE

Board Member Angela Blatner led the Board in the Pledge of Allegiance.

COMMUNICATION WITH THE HOST SCHOOL

Dr. Brian Turyna, Principal of Wiesbrook Elementary School, welcomed all to the school and noted the wonderful staff that has worked diligently and collectively the last two years to bring the District 200 Vision 2026 to life, implementing accelerated learning, using high-quality assessments to inform instruction, and embracing the new math curriculum, Illustrative Math (IM). Three staff members from last year’s fourth-grade math team shared their stories and journey of implementing IM. Their impressive data metrics (including FastBridge, IAR, and 5Essentials metrics) were shared with the Board.

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.

Speaker

Topic

Tom Halan

Wetland/Noise Pollution

Bob Stozek

Capital Projects

SUPERINTENDENT REPORT

Dr. Schuler provided the following updates:

- Thank you to the staff – major curriculum lifts from both last year and into this year, noting the math curriculum and the ELA curriculum, and the importance of the professional learning and providing training and support for our staff that takes place on Institute Days and throughout the year.
- WWSHS seniors shadowing employees at the City of Warrenville – came about as a result of the Career Pathways presentation/conversation at the Annual Municipal Partner Breakfast. The City of Warrenville followed up as to how they could support that work. Later this week nine seniors from WWS who have expressed an interest in government will spend a day in Warrenville with city staff, with the possibility of returning later in the year for a deeper internship. Thankful for that opportunity for our students.
- The Local Municipal/Government Breakfast will be on Friday, October 13 at the Wheaton Park District Community Center. Board members were asked to mark their calendars.
- A mailer is going out to the community at the end of this week – an invitation to the community engagement open house events focused on our middle school facility projects. There are four events (including a virtual option). There is also a QR code on the mailer that will take you to that community engagement site that has been built out to house the documents around the facility improvement needs and a video that highlights the middle school project needs.
- State of our Schools Video is now complete and captures the amazing work that is happening across the district.
- Vaping lawsuit update – the second of the two vaping lawsuits did settle. The first lawsuit will bring the District about \$280,000. The District is expected to receive about \$86,000 through the second of those settlements. This will not all come in this fiscal year.
- Joint Annual Conference Pre-Conference Workshop offerings – included in the board folders.
- 10-day enrollment update – shows the District at 11,649 students. This also shows the District having the biggest Kindergarten class in five years and is thirty students beyond the most aggressive enrollment projections. The elementary enrollment is beyond those series C projections as well, middle schools are where they should be based on projections, and the high schools are toward the lower end of those projections. The turnover in neighborhoods and the amount of families moving in with younger kids were noted.

CONSENT AGENDA

1. Approval to Submit Round 1 of the FY2024 School Project Maintenance Grant (SPMG) – Recommend approval to submit Round 1 of the FY2024 SPMG as presented.
2. Approval of Capital Projects for Summer 2024 – Recommend approval of capital projects for summer 2024 as presented.
3. Approval of Annual Vendor Contracts Generating Revenue – Recommend approval of annual vendor contracts generating revenue as presented.

4. Approval of Bills Payable and Payroll – Recommend approval of bills payable and payroll as presented.
5. Approval of Minutes – August 16, 2023, Open, and Approval to Destroy Recordings of Closed Sessions Prior to April 2022 As Allowable by Law – Recommend approval of the minutes of August 16, 2023, open, and approve the destruction of recordings of closed sessions prior to April 2022 as presented.
6. 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:

- The Facilities Committee report provided is documented under the Board Committee Reports.
- # 2 – Capital project work
 - Capital projects required at the middle schools irrespective of any enhancements; If the master facility plan/community engagement work is delayed, are there any significant needs at the middle school that could be underfunded for 2024? If the process were to be delayed another year, there would likely be capital work that has to be addressed in the middle schools in 2025.
 - Overall concern for what is budgeted for capital projects in 2025-26. It was noted it is not uncommon that we will take more projected cost out to bid (more than \$7.2 million) to see where the bids come in, and lock in projects/numbers after the bids are in.
 - Bids will be reviewed with the facilities committee first to see where we are at and look at it from a budgetary perspective. You always have the ability to reject a bid.
 - Make sure it is clear to the community during the engagement process, that there is a good chunk of the middle school work that we have to do.
 - The projected capital projects for 2025-26 have been adjusted for inflation.

MOTION

Member Hjerpe moved, Member Rutledge seconded to approve the Consent Agenda as presented. Upon a roll call vote being taken, the vote was: AYE 7, NAY 0. **The motion carried 7-0.**

POLICY POSTING CONSENT AGENDA

1. Approval to Post Revised Policy 2:260 Uniform Grievance Procedure for Public Review and Comment – Recommend approval to post revised policy 2:260 for public review and comment as presented.

There were comments and/or questions on the following:

- The HR/Policy Committee report provided is documented under the Board Committee Reports.
- The process for staff who might want to file a UGP – do they know that is an available option? If a staff member has a concern, raise it with the complaint manager(s) in the district or their principal. If unresolved, the same would apply to staff as parents. The training provided to admins was to help them understand how to guide someone to that process if they reach a point where the concern has not been resolved at the local level. Ensuring that staff members know that is an option that is available to them.
- UGP compliance management process - Does the district have the resources to effectively monitor compliance or is help needed? Depends on the complexity and the volume of complaints we are responding to at any given point in time. The option to assign an internal

complaint manager or assign an outside complaint manager to assist. Do believe we have the capacity to manage it on a day-to-day basis. If find a heavier volume than usual, will outsource.

- Proposed UGP form – suggestion to have an entry for requested resolution, and to enter the steps taken before submitting the form. The importance of articulating the process the complainant has been through prior to submitting the UGP.
- Do not lose sight of all of the other mechanisms that exist to help solve problems besides the UGP process – talking to a teacher, a principal, or the administration. Do not want to create the impression that the UGP is the only way to solve problems.

MOTION

Member Paulsen moved, Member Long seconded to approve the Policy Posting Consent Agenda as presented. Upon a roll call vote being taken, the vote was: AYE 7, NAY 0.

The motion carried 7-0.

POLICY APPROVAL CONSENT AGENDA

1. Approval of Revised Policy 2:170 Procurement of Architectural, Engineering, and Land Surveying Services – Recommend approval of revised policy 2:170 as presented.
2. Approval of Revised Policy 4:45 Insufficient Fund Checks and Debt Recovery – Recommend approval of revised policy 4:45 as presented.
3. Approval of Revised Policy 4:100 Insurance Management – Recommend approval of revised policy 4:100 as presented.
4. Approval of Revised Policy 5:230 Maintaining Student Discipline – Recommend approval of revised policy 5:230 as presented.
5. Approval of Revised Policy 7:305 Student Athlete Concussions and Head Injuries – Recommend approval of revised policy 7:305 as presented.
6. Approval of Revised Policy 2:150 Committees – Recommend approval of revised policy 2:150 as presented.
7. Approval of Proposed New Policy 2:180 High School Student Ambassador – Recommend approval of proposed new policy 2:180 as presented.

There were comments and/or questions on the following:

- There were no comments received from the above policies that were posted for approval.
- #7 – Policy 2:180: the numbering of the policy is consistent with other districts that have a similar policy, even though it is a local policy (local policies typically end with a “2”).

MOTION

Member Hjerpe moved, Member Rutledge seconded to approve the Policy Approval Consent Agenda as presented. Upon a roll call vote being taken, the vote was: AYE 7, NAY 0.

The motion carried 7-0.

ACTION ITEMS

Approval of Resolution to Adopt the 2023-2024 Budget

The Illinois School Code, ch. 105, ILCS 5/17-1, requires the Board of Education to adopt an annual budget within the first quarter of each fiscal year (by September 30). A 30-day public inspection period and a public hearing must precede the budget adoption. The 2023-24 tentative budget has been available for public inspection since July 12, 2023, and a public hearing was held on August 16, 2023.

The final 2023-2024 Budget document to be filed with the Illinois State Board of Education (ISBE) and Regional Office Of Education was attached to the agenda item. The ISBE Budget Form includes activity accounts as now required. Changes from the Tentative Budget were reviewed with the Board at the meeting. The 2023-2024 operating budget is balanced.

Dr. Brian O’Keeffe provided an overview of the FY24 Final Budget, which included the final budget changes. There was information on the following:

- Budget Calendar
 - A nine-month process that began in January with authorization to prepare the budget
- Education Fund (Fund 10) – Revenues
 - No Change in 2023 Tax Levy
 - Decrease in CPPRT - \$1.0M
 - Add: Wheaton TIF #3 Surplus Distribution - \$2.0M
 - Increase in Interest Earnings - \$25,000
 - Increase in (EBF) Evidence-Based Funding - \$376,176; offset by reductions in EBF in Fund 20 and Fund 40 (totaling \$388,156)
 - Increase in Spec Ed Private Facility Reimbursement - \$155,100
 - All State and Federal Grants Reviewed and Updated
- Education Fund (Fund 10) – Expenditures
 - Increase in Salaries (100’s) - \$2,951,109
 - Decrease in Benefits (200’s) - \$1,250,900
 - Decrease in Professional Services (300’s) - \$631,202
 - Increase in Supplies (400’s) – \$44,529
 - Decrease in Capital Equipment (500’s) - \$150,000
 - Increase in Tuition & Other Objects (600’s) - \$8,141
 - Increase in Non-Capital Equipment (700’s) - \$77,800
 - Termination Benefits (800’s) - Flat
- Operations & Maintenance Fund (Fund 20)
 - Increase in Interest Earnings - \$1,250
 - Increase in “Other Revenue” - \$75,000
 - Decrease in EBF - \$188,156
 - Decrease in Salaries - \$48,693
 - Decrease in Benefits - \$2,390
 - Increase in Telephone - \$155,000
 - Increase in Supplies - \$1,500
 - Decrease in Capital Outlay - \$1,780,944
- Debt Service (Fund 30)
 - Increase in Interest Earnings - \$20,000
- Transportation Fund (Fund 40)
 - Increase in Interest Earnings - \$15,000
 - Increase in State Transportation Reimbursement - \$380,180
 - Decrease in EBF - \$200,000
 - Increase in Shared Cost Reimbursements from other LEA’s - \$25,000
 - Increase in Supplies - \$4,500
 - Increase in Gas Escalator Expense - \$55,000
- IMRF (Fund 50)/Capital Projects (Fund 60)/Working Cash (Fund 70)
 - IMRF – Increase in expenses of \$75,975 to account for additional salaries in Fund 10
 - Capital Projects - \$100,000 revenue increase to account for Johnson LLC State of IL Grant
 - All Summer 2023 Capital Projects Costs included in Fund 60

- Working Cash – Increase in Interest Earnings - \$325,000
- Interest Income Across All Funds
 - Tentative Budget - \$1,300,875
 - Final Budget - \$1,687,050
 - Net Increase - \$386,175
- Operating Budget (All Funds Except Debt Service & Capital Projects)
 - Total Revenues - \$209,464,561
 - Total Expenditures - \$200,221,898
 - Operating Balance - \$9,242,663
 - Transfer to Capital Fund – (\$6,000,000)
 - Operating Surplus - \$3,242,663

There were comments and/or questions on the following:

- The budget is on a cash basis which means that any July and August revenues and expenditures that belong inside the previous fiscal year will get pulled back.
- Any sense of the increase (percentage-wise) of new construction in the EAV? Noted we are in our quadrennial and the county assessors are still processing information. This is expected at some point in October. Should get details from the multiple township assessors in the next 30-45 days.
- The truth-in-taxation hearing is required for the levy in November since our operating side will exceed 5%.
- Are all funds in the budget proportionally the same as last year? The expenses in the education fund are specifically noted. Budget to budget, the revenues and expenditures are up – based on CPI and new obligations with the WWEA and CEA.
- The changes highlighted in the presentation are from the preliminary budget (in July) to the final budget, not from last year to this year's budget.
- Deciding on the options for the surplus proceeds in fund 30 – will be discussed, but a final decision will have to be made no later than November so should the abatement decision be made, the appropriate resolutions can be approved.
- Budget changes made since July – explanation on the decrease in benefits (due to two different benefit years – the district benefits program runs from Sept 1 – Aug 31, and there are two different costs used so a blended cost was estimated for the tentative budget).
- Explaining to the Board at a future date – the difference between abating the levy vs. under-levying.

It was recommended that the Board of Education approve the resolution to adopt the final 2023-24 budget as presented.

MOTION

Member Paulsen moved, Member Kulovits seconded to approve the resolution to adopt the final 2023-24 budget as presented. Upon a roll call vote being taken, the vote was AYE 7, NAY 0.

The motion carried 7-0.

ORAL REPORTS

Vision 2026 Human Resources Update

Annually, the CUSD 200 Human Resources Department shares with the Board of Education the work the Department has completed during the 2022-2023 school year. The annual updates with a connection to Vision 2026 in the Operational Excellence Strategies: Hire, develop, and retain diverse, high-quality staff were shared.

The CUSD 200 Human Resources Department presented the data from the 2022-2023 school year on hiring, leaves of absence, student teachers, guest teachers/substitute teachers, micro-credentials, FOIA's, graduate course work processing, retirements, and permissive transfers.

Mr. Matt Biscan, Asst. Superintendent for Administrative Services provided an oral report on Human Resources in District 200. The presentation included summary information from 2022-23 and included information on the following:

- Human Resources Vision 2026 Focus
 - Vision 2026 target under Operational Excellence Strategies:
 - Hire, develop and retain diverse, high-quality staff
 - Tactics:
 - Actively recruit a diverse pool of candidates
 - Maintain competitive wages
 - Proactively address staff shortage and workforce needs
 - Implement a “Grow your Own” teacher career pathway
 - Actively support dual credit certification for secondary teachers
- District Overview 2022-2023
 - Hired 563 Staff (Teachers, support staff, administrators, summer rec, and summer school personnel)
 - Hired 92 Guest Employees (Substitutes)
 - Processed 357 Resignations
 - Processed 968 Employee Assignment Changes
 - Processed 202 Leaves of Absences
 - Coordinated 169 Student Teachers/Observation Placements
 - Processed 338 Graduate Coursework Lane Changes
 - Processed 617 Micro-Credentials (stacks)
 - Recognized 106 Service Award Recipients
 - Responded to 82 FOIA Requests
 - Processed 232 Permissive Transfers
- Human Resources Implementations
 - Interviewstream – prospective teacher candidates submit a video interview through online application process
 - Candidate is asked three questions:
 - How did you choose your field of study?
 - Describe the teacher or professor that has created the most beneficial learning experience for you.
 - What is your ultimate educational goal?
 - Benefits of Interviewstream
 - Opportunity to hear more about prospective candidates earlier in the screening process and identify communication skills and personality
 - Eliminates phone call screens
 - Allows team to be more efficient with their time (can review interviews on their time)
 - Ability to share candidates with other stakeholders to determine who should advance through the recruitment process
 - Expanded to Administrator candidates this past school year
- Vision 2026 – New Initiative
 - CUSD 200 New Teacher Mentor Program

- Purpose and Goals
 - Topics Specific to Grade-level Ranges (K-5, 6-8, 9-12)
- Staffing – Head Counts
 - Certified Staff –2021 (1164); 2022 (1160); 2023 (1172); 2024 (1148)
 - Non-Certified Staff – 2021 (501); 2022 (476); 2023 (428); 2024 (434)
 - Administration – 2021 (56); 2022 (56); 2023 (58); 2024 (59)
 - Retirements for 22-23 – Certified (20); Non-certified (25); Administration (0)
- Tactic #1 – Actively Recruit a Diverse Pool of Candidates
 - New staff totals by category (American Indian/Alaskan Native, Asian, Black/African American, Hispanic or Latino, and White) for years 2018-19 through 2023-24
- Tactic #2 – Maintain Competitive Wages
 - Successfully negotiated a four-year WWEA contract
 - Reopened the CEA contract to re-categorize and increase hourly rates and stipends for staff that support high-need programs
- Tactic #3 – Proactively Address Staffing Shortages and Workforce Needs
 - Post all open positions on Indeed, online, and on the CUSD 200 website
 - Advertised open positions on Twitter, Facebook, LinkedIn, and the CUSD 200 community
 - Will be attending Education Job Fairs
 - Contracting out hard-to-fill certified and non-certified positions
- Hiring Challenges 2023-2024
 - Special Education Teacher Assistants, Psychologists, Guest (substitute) Teachers, Special Education Teachers, Bilingual Teachers, Lunchroom Supervisors, Secretarial/Clerical Support Staff, Student Supervisors
- Tactic #4 – Implement a “Grow Your Own” Teacher Career Pathway
 - 3 Sections of Intro to Teaching – 72 students
 - 93 staff requested to be mentors
 - All 72 students paired up with one CUSD 200 teacher
 - 3 full-day field trips each semester
 - 2x a week students go to other CUSD 200 schools for field experience
 - Working on actively recruiting diverse students into the pathway
 - 36 seniors from last year’s program indicated their intention to enter a teaching program in college
- Tactic #5 – Actively Support Dual Credit Certification for Secondary Teachers
 - Surveyed all HS teachers on interest in teaching dual-credit courses
 - HR reviewed interested teacher’s college transcripts to determine who can teach a dual credit course
 - COD requirements for dual credit teachers
 - Core academic courses need a masters in the subject area or any master's degree and 18 hours in the subject area
 - Teachers can begin teaching a dual credit course after 9 hours, as long as they pursue the 18 credits
 - Non-core courses – need a bachelor’s degree with a combination of teaching and work experience in the subject area
 - Working with the WWEA on this tactic
- Human Resources Vision 2026
 - Vision 2026 target under Operational Excellence Strategies:
 - Hire, develop and retain diverse, high-quality staff
 - Tactics:
 - Actively recruit a diverse pool of candidates

- Maintain competitive wages
- Proactively address staff shortage and workforce needs
- Implement a “Grow your Own” teacher career pathway
- Actively support dual credit certification for secondary teachers

There was additional information on the following:

- There have been gains made from last year with the hiring challenges – the number of open psychologist positions at the start of the school year reduced to only one and is now filled.
- Tactic #5 – one thing out of our control is whether colleges change requirements for high school teachers to teach dual credit. We will have to adjust if those requirements do change.

There were comments and/or questions on the following:

- Tactic #4 – 36 of the 67 students who took the class indicated they wanted to pursue a teaching program in college. Do not know how many education majors there may be that did not take the Intro to Teaching class. The idea to offer some type of bridge for those students who did not take the course but may decide to major in education.
- The balance between the amount of administrative HR activity and those focused on building new capabilities, and those focused on people and talent development.
- The top drivers behind permissive transfer requests for this year – noted people who have moved out of different boundary areas, needs unique to the family, and special education needs.
- Staffing head counts and class sizes – the number of students in a classroom may be larger, but from a ratio of staff to students is favorable – there may be multiple certified teachers and support staff serving the same classroom.
- A trend in terms of demographics? There have been some demographic shifts – in the multilingual learner space – the number of students, in particular, those classified as newcomer students has increased. Those students carry a higher degree of service need. Have also seen a shift in the intensity of need in some of our special education programs as well that has caused a shift in resources. The reallocation of staff to support Tier 3 needs – the highest need of support.
- Class size discussion and the impact on people – does not impact everybody the same. The composition of the class is noted. Separating out the highest need special education staff. Who are the teachers supporting students during those core academic blocks – noting PACE students pulled out, etc. Bringing back the data to the Board and showing staffing/ratios for the current year vs. 2019.
- Student teachers and recruitment strategy – how many of the D200 student teachers are hired by the district?
- Tactic #1 – what tactics/strategies have we used and what tactics are planned? Noted we have gone to job fairs, but may focus on job fairs at colleges that have a student body similar to our district. Noted the reality of there being fewer teaching candidates overall.
- Tactic #1 – “Diverse staff” should not only be limited to race – expanding our idea of diversity - those with disabilities, different cultural and educational backgrounds. The data reported is what is publicly reported by the state on the state report card for the district. As principals are seeking to hire staff, they are looking at the bigger picture and the broader definition of diversity.
- Head counts – the increase in admins since 2021 – added back two Directors of Instruction at the two levels and one is in the Special Education – reclassified a Student Support Specialist into an administrative position this year.

- The number of resignations and assignment changes in proportion to the total employment base – noted substitute/guest teachers are included in the numbers. Assignment change numbers are any change in a person's role.
- Classification of resignations – do we classify as regrettable or non-regrettable? Noted the retention rate that goes onto the district report card and reviewed this to separate out retirements vs. leaving for other reasons.
- Teacher shortage and attracting teachers is a pervasive issue across education. Taking a business mindset – creating an incentive program for student teachers – those who went through the education career pathway – could be a unique strategy to attract people who are from or worked in our district.
- FOIA requests –the numbers are trending higher this year vs. last year; the number of pages and the amount of time dedicated to this vs. other duties.

DISCUSSION ITEMS

CAC Agenda Topics

The CAC Bylaws include language relating to the establishment of agenda topics for the year. The agenda for each meeting is established by the Chair and Vice-Chair during monthly planning meetings with the Superintendent. Agenda topics can come at the request of the Board of Education, or through committee member requests or feedback. A document highlighting potential topics for the current CAC year was attached to the Board agenda item. The topics come from anticipated policy or program discussions identified in the strategic work plans for the school year, or from committee feedback. This proposed set of monthly topics is flexible but has been aligned to projected discussion timelines with the Board of Education. Board Members were asked to bring any additional feedback on CAC Agenda items to the discussion.

There were comments and/or questions/discussion on the following:

- Calendar/school start date and transportation; Transportation as it relates to costs (buses and taxis), flipping schedules, etc.
- Educating CAC on how the Board interacts within the community - current practices, legal and policy guard rails we operate within, OMA guidelines, Board operating principles, and obtaining feedback on community interactions.
- Like the AI (Artificial Intelligence) and the Impact on Education topic.
- Finance Topic – School Finance 101 (noted there was zero community feedback on the budget).
- Teacher shortage – all of the work our teachers do and understanding what it is like to be a teacher.
- A reminder to the Board – try to frame out topics for CAC that are going to be more than a one-way communication out; CAC's request to bring topics where there is a piece to frame. The Board was asked to think further – on the suggested topics, are there questions we wish to have the community weigh in on for the topics?

BOARD COMMITTEE REPORTS

Board Facilities Committee (reported during the Consent Agenda discussion)

The Board Facilities Committee met on September 7, 2023. The meeting notes were attached to the agenda item. There was additional information on the following:

- Forecast of the capital project priorities for the next three summers; priorities may shift based on conditions (noted fire alarm system at WWS and toilet room accessibility at WN); there is no work at three of the middle schools (Edison, Franklin, Monroe) in the projections. Asking for

approval to proceed with the design work with the target of awarding construction contracts in December 2023.

- Update on the facilities master plan and community engagement process; expect the process will continue to evolve throughout this school year.
- Proposed update to policy 4:152 – draft will go to the HR/Policy committee at their next meeting. The proposed policy language is more comprehensive; also talked about maintaining accountability and increasing the budget allocation each year based on some factor.

Board Finance Committee (reported during the Approval of the 23-24 Budget discussion)

The Board Finance Committee met on August 30, 2023. The meeting notes were attached to the agenda item. There was additional information on the following:

- Finance one-page communication doc – took out redundant items included in Facilities on-page communication document; liked the text portion; how to educate the community on the levy guidelines.
- Reviewed the cost per pupil for the last three years for D200 and comparatives.
- The use of cash basis vs. accrual basis accounting; why some districts use accrual basis; D200 will continue with cash basis accounting for the budget and accrual basis for the audit.
- Debt service and why the surplus exists; returning it to the community – suggesting an abatement; relationship to middle school projects work/financing; work of prior board on the restructuring of debt.
- The goal for tonight was to frame out the abatement piece for the Board; likely to bring that back to the next meeting to engage in some discussion on the topic.

Board Human Resources (HR)/Policy Committee (reported during the Policy Posting Consent Agenda discussion)

The Board HR/Policy Committee met on August 31, 2023. The meeting notes were attached to the agenda item. There was additional information on the following:

- The action steps being taken as a district;
 - Provide clarity on the Uniform Grievance Process (UGP) – this includes a language change in the actual policy, communication with the district, inserting hyperlinks to the UGP form anywhere that form is referenced, and exploring the possibility of having an online form.
 - Training administrators on the UGP – the EC-12 admin team was provided training on the UGP at their September meeting.
 - Training for complaint managers and effective trauma-informed investigation techniques – the two District complaint managers (Mr. Biscan and Ms. Kuntz) were provided an individualized training session by attorneys from Robbins Schwartz at the end of August. The principles of the investigation were noted.
 - Training provided to staff and mandated reporters on the expectations and the requirements of mandated reporting – online training module for all staff, supplemented with additional building training (training provided to EC-12 team and they will carry out to each of the buildings).
 - Finalizing and implementing administrative procedures to support Faith's Law requirements – anticipating the PRESS consortium will be sending these out.
 - Fingerprinting for volunteers – discussion on the process and when this is required.
- Discussion on the High School Ambassadors – the policy is up for approval tonight; the application process and when the deadline is to submit.
- Process for the HR/Policy Committee to review the district administrative procedures. They will be reviewed by sections throughout the year.

There was a comment on the following:

- Fingerprinting procedural suggestion – getting the word out to PTAs and others that bring in a large volume of volunteers regarding the requirements for fingerprinting. It was noted that was reviewed with the PTA council at their meeting on Monday.

REPORTS FROM BOARD MEMBERS

Other Reports from Board Members

- Thank you to Dr. Silagi for inviting Michelle Denault to present to school and district leaders.

WRITTEN REPORTS

Monthly Financial Reports

FOIA Report

Board Communication Log

Citizens Advisory Committee (CAC) Report

Teacher, Administrator, and IMRF Compensation Reports

TOPICS FOR FUTURE DISCUSSION

Universal Full-Day Kindergarten

Schools and District State Report Cards

Middle School Facilities Community Engagement Report

- Request to learn about visitor screening tools used at two high schools.
- Consider and adopt a formal volunteer policy (work would start in the policy committee).

The administration suggested considering the visitor management system in context of a few other safety updates that have been focused on. Noted the work that has been done on a significant grant that has been applied for; understanding how the district has prioritized need and spend in the security space to see all of the priorities that have been mapped out.

NEXT REGULAR MEETING

October 11, 2023, 7:00 PM, Sandburg Elementary School

ANNOUNCEMENTS

September 16, 2023 – Coffee With the Board, 9:00-10:00 AM – Edison and Franklin Middle Schools

September 27, 2023 – Committee of the Whole, 7:00 PM, SSC

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).

MOTION

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

The motion carried 7-0.

There was no action expected following the Closed Session.

The meeting adjourned to Closed Session at 8:55 PM.

Dave Long, Secretary

Rob Hanlon, President