

**MINUTES**  
**BOARD OF EDUCATION MEETING**  
**COMMUNITY UNIT SCHOOL DISTRICT 200**  
**December 13, 2017**

The first regular meeting of the month of December of the Board of Education of Community Unit School District 200, DuPage County, Illinois, was called to order at the Madison Elementary School, 1620 Mayo Avenue, Wheaton, IL, by Board President Jim Vroman, on Wednesday, December 13, 2017, at 7:00 PM.

**ROLL CALL**

Upon the roll being called, the following were present:

Board Members:     Jim Vroman  
                          Brad Paulsen  
                          Chris Crabtree  
                          Ginna Ericksen  
                          Jim Gambaiani  
                          Rob Hanlon  
                          Jim Mathieson

Also in Attendance:  Dr. Jeff Schuler, Superintendent  
                          Mrs. Faith Dahlquist  
                          Mr. Bill Farley  
                          Mrs. Erica Loiacono  
                          Mr. Rodney Mack  
                          Dr. Joanne Panopoulos  
                          Dr. Robert Rammer

**PLEDGE OF ALLEGIANCE**

Mr. Tim Callahan led the Board and community in the Pledge of Allegiance.

**COMMUNICATION WITH THE HOST SCHOOL**

Principal Tim Callahan welcomed the Board, Senior Leadership Team and guests to Madison School. The newly renovated “get FIT lab” was highlighted. This is a place where students tinker, create and engineer hands-on projects which help them understand learning standards and lessons and can also be applied to real-life situations. A video was shown featuring the get FIT lab and emphasized students brainstorming, designing, working with a team, learning how to compromise, failing and succeeding, seeking feedback, and going back to the drawing board to try again – all of which are a part of the District FIT guide.

**MODIFICATIONS TO THE AGENDA**

None

**PUBLIC COMMENTS – Agenda Items**

The opportunity to speak to the Board is provided for members of the public who have a question or comment on an agenda item. The Board appreciates hearing from stakeholders, and values your thoughts and questions. The Board strives to make the best decisions for the District, and public input in a variety of venues is very helpful.

The Board must protect the civility and decorum of this meeting. Please be respectful for the duties of the Board and the democratic process in your comments tonight:

- ⇒ Please use the microphone, state your name, and address your comments to the Board
- ⇒ Please limit your comments to 3 minutes.
- ⇒ Please be factual and courteous, and do not include statements that are personally disrespectful or condescending to members of the Board or staff.

If you feel your matter needs to be discussed in more detail, please attend the Board’s “Chance to Chat” or present your comments to us in writing.

Speaker	Bob Hupp/Andy Johnson
Topic	Student Excellence Foundation

Speaker	Harold Lonks
Topic	Superintendent Contract

### **SUPERINTENDENT REPORT**

Dr. Schuler reported the following:

- The College Board released their AP District Honor Roll which included District 200. In order to make the honor roll, districts must have simultaneously achieved increases in access to AP (advanced placement) courses for a broader number of students and also maintained or improved the rate at which their AP students earned scores of 3 or higher on an AP exam. This recognition affirms the work of both high schools and the Inspiring Excellence program.
- Dr. Schuler received a letter from the Houston Independent School District Foundation thanking District 200 for the \$21,000 gift raised during the day of giving to support the students and families who were affected by Hurricane Harvey last August.
- There is a copy of an article in the Board green folders which was in the WIDA newsletter highlighting Whittier EL teacher Rachel Burrell as the Featured Educator for December.
- The green folders also included a fiscal year-to-date summary list of the gifts which have been approved by the Board from July through December, representing just over \$142K in gifts. The District is very thankful for their community partners.
- The postcard in the folders features “Live in Your Community Schools” which will feature live the Business INCubator classes at both WNHS and WWSHS simultaneously on the District Facebook page. This live feed will take place on Friday, December 22 starting at 8:40 a.m.
- There is a new Doctor on the District 200 team. Julie Oziemkowski, Director of School Improvement, successfully defended her dissertation today. Congratulations to Julie!

### **CONSENT AGENDA**

1. Acceptance of Gifts from the Student Excellence Foundation – Recommend acceptance of gifts from the Student Excellence Foundation as presented.
2. Approval of Revised Policy 2.150 Board Committees – Recommend approval of revised policy 2.150 as presented.
3. Approval of Revised Policy 5.100 Staff Development – Recommend approval of revised policy 5.100 as presented.

4. Approval of Revised Policy 6.110 Programs for Students At Risk – Recommend approval of revised policy 6.110 as presented.
5. Approval of Revised 2018-19 School Calendar – Recommend approval of revised 2018-19 school calendar as presented.
6. Approval of Bills Payable and Payroll – Recommend approval of bills payable and payroll as presented.
7. Approval of Minutes – November 8, 2017 Open and Closed, and Approval to Destroy Recordings of Closed Sessions Prior to July 2016 As Allowable by Law – Recommend approval of the minutes as presented and approval to destroy recordings of closed sessions prior to July 2016 as allowable by law.
8. 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.

Dr. Schuler thanked the Student Excellence Foundation for the generous donations and noted the revised calendar for 2018-19 is a minor change sliding back the November Institute Day to align with the first elementary trimester.

### **MOTION**

Member Crabtree moved, Member Ericksen seconded to accept the 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 Amendment to Performance Based Superintendent's Contract

Dr. Schuler joined District 200 early in the 2014-2015 school year under a four-year employment agreement. The 2017-2018 school year is the final year of that agreement. Annually, the Board of Education has evaluated Dr. Schuler's performance and has recommended continuation of the agreement. Accordingly, over the last several months, the Board of Education and Dr. Schuler have worked on the terms of an amendment to the original agreement. The amendment will continue Dr. Schuler's employment with the District for an additional four years beginning with the start of the 2018-2019 school year.

The Amendment to the Performance Based Superintendent's Contract (the "Amendment") becomes effective on July 1, 2018 and extends to June 30, 2022. The Amendment revises or modifies some of the terms of the original agreement, including the Superintendent Performance Goals attached to the agreement. The Amendment continues to provide for annual salary adjustments tied to the Consumer Price Index. The Amendment and the original agreement were attached to the agenda item and the Amendment is recommended for approval.

Dr. Schuler added that he is honored to have the opportunity to work in the District with the talented students, staff and community and looks forward to continuing the relationship for the next four years.

There were comments/discussion on the following:

- This District is one of the largest employers in the community and Dr. Schuler is the CEO of that business.
- The Board has discussed every aspect and line item of the contract and it is a reasonable and appropriate contract.
- Dr. Schuler engages with the community and the students and his presence in the schools is noted.

- There are a lot of challenges ahead and there is confidence that Dr. Schuler is the right person moving ahead.
- In light of the salary freeze of Administrators and other financial challenges in the future, the contract cannot be supported by all Board members.
- There has to be balance between listening to public comments and providing comparable compensation with the market and surrounding districts.
- Stability of the District moving forward was noted, as was the strong leadership provided by Dr. Schuler.
- The rubric used to improve the evaluation process was researched and will aid in providing objective criteria to judge performance.
- The Board spent a lot of time reviewing contract items, and reviewed the benchmark districts for comparative purposes, and there are changes from the current contract.
- It was noted that the Superintendent voluntarily came to the Board to freeze his salary for the current school year, in spite of his contract calling for an increase in compensation.

It was recommended that the Board of Education approve the Amendment to the Performance Based Superintendent's Contract for July 1, 2018 through June 30, 2022.

### **MOTION**

Member Paulsen moved, Member Crabtree seconded to approve the Amendment to the Performance Based Superintendent's Contract for July 1, 2018 through June 30, 2022 as presented. Upon a roll call being taken, the vote was: AYE 6 (Paulsen, Crabtree, Ericksen, Hanlon, Mathieson, Vroman), NAY 1 (Gambaiani). **The motion carried 6-1.**

### **DISCUSSION ITEMS**

#### Review of Vision 2022 Plan and Dashboard

In October, a draft of a document for the Board Dashboard was discussed. Suggestions and comments were made. The Board Teaching and Learning Committee also met and reviewed the document and other materials in depth. Based on this feedback, the original document was changed, a district plan on a page was created and a calendar for yearly accountability reports to the Board has been made.

The goal is to have a new Vision 2022, Board Dashboard and calendar for annual accountability reports all in place by May of 2018.

Mrs. Dahlquist provided a PowerPoint presentation on Building our Dashboard – Take 2 that included the following:

- Creating, Measuring and Communicating
- Mission, Dashboard, Plan on a Page, Board Goal, Project
- Vision 2022 – Plan on a Page
- Vision 2022 – New Format
- Parts of a Student Learning Dashboard
- Student Learning Indicators
- Other Indicators
- Aspects of our Learning Environment
- Types of Reports for Board
- More Communication –Timeline for Conversations with Groups

There were additional comments on the following:

- The Vision 2022 layout may change.
- There are some commonalities as well as changes with regard to Vision 2018.
- The need to determine how each aspect will be measured.
- The need for more application to the real world – internships, problem solving; and to do more with writing.
- How to educate the community on the changing pieces in the world that students need for future success.
- The need for a balanced budget in order to do all of these things.
- The components of subgroups – may be a separate report as opposed to on the dashboard.

There was discussion on the following:

- The importance of service in order to create lifelong productive citizens.
- Time management and stress management for both students and staff.
- Importance of communicating information to residents relative to dynamics of the District and impact of outside entities (state of IL, etc.).
- Shared example of a District doing weekly podcasts to effectively communicate to public.
- Choice, challenge and success; social emotional learning, stress and anxiety.
- How to explain why this is being done and the challenge of how to measure all of it.
- The importance of time management as students move to the next level of education.
- The need to define all of the acronyms on the dashboard.
- Sherman-Dergis policy.

Additional comments/discussion included:

- Feedback from MS students – access to technology, extra-curricular activities, etc.; Can this be surveyed periodically throughout the year?
- Units of measure for college bound students (as addressed at Fall DuPage Division Meeting).
- Presentation of the numbers and importance of noting how much progress is being made and identifying any trends in data.
- Student learning indicator – percent of students making progress from grade 8 to senior year begins with Explorer test.
- Types of reports for Board - suggestion to include the proposed project/facility work for the upcoming summer in the fall timeframe versus later in the school year.
- Discussion of learning expectations with HS students.

#### Update on Early Learning Center Planning

The Board of Education received an update from Legat Architects and Nicholas & Associates on the planning for a new Early Learning Center (ELC). The update included the final building program summary, the current site layout, concept plans and the current budget status.

Mr. Patrick Brosnan of Legat Architects and Mr. Joe Papanicholas of Nicholas and Associates provided a status update on the Early Learning Center (ELC) planning, which included the following:

- ELC Program Update
  - Program Spaces and Square Footage
  - Reductions Summary Comparison
    - 2013, 2017, Current
- Project Progress/Status

- Sight Location Options
  - Existing Site Plan
  - Conceptual Site Plan – Previous
  - Schematic Site Plan – Current
- Concept Plan
  - Overall Floor Plan
  - Classroom
- Budget Review
  - Total Construction Cost
  - Total Building Cost
  - Total Project Cost (2018 Bidding)
  - Owner’s Costs
  - Post Construction Cost Allowances

The project is currently in the middle of the schematic design phase. The final schematic design is scheduled to come before the Board at the January 17, 2018 meeting.

There was discussion on the following:

- Modifications to the site plan, in part due to feedback from community neighbors – including reduction in parking spaces, shifting of building further north to allow for more contiguous green space and long-term neighborhood access to play space south of the building.
- Sensory play area.
- Continue to work on refining the numbers as the design and development process continues.
- Total construction cost vs. total building cost vs. total project cost – what each of these numbers entail.
- Post construction cost allowances.

Additional questions/comments/discussion included:

- Sensory garden concept – sensory vs. structured play and the benefit to the students (it was noted this is not a new concept to Jefferson).
- One general contractor vs. individual bid projects reporting through Nicholas & Associates who would report to the District.
- Project contingency cost and the likelihood of that being reduced.
- Placeholder cost estimates.
- Owner’s costs/post construction allowances.
- Finance committee meeting scheduled for Tuesday, December 19.
- Lease financing piece.
- Media center space and what this includes.
- Would like to see a comparison of other Early Learning Centers for some frame of reference.

Dr. Schuler noted the next three upcoming decision points for the Board with regard to the ELC project: the approval of the schematic design is targeted for January 17, 2018; the design development update approval to start construction documents is targeted for April 12, 2018; and approval to issue bid documents is targeted for the July 2018 Board meeting.

It was also noted that the Administration has continued to meet with some of the immediate neighbors in the area of Jefferson, and there have been good, productive conversations. Some of the issues discussed have included the functional use of the site, the desire for at least one

baseball field to be maintained, the number of parking spaces, and ensuring stormwater is being addressed.

## **WRITTEN REPORTS**

Monthly Financial Reports

FOIA Report

These reports were provided for information only.

## **REPORTS FROM BOARD MEMBERS**

Board Committee Reports

None

Other Reports from Board Members

- President Vroman thanked Board Members for the reports on the IASB conference sessions. It was noted that some comments that were made tonight reflected information that was presented at the conference. It would be beneficial to turn some of the ideas that were presented at the conference into actionable items.
- Member Hanlon noted that as a new Board Member, it has been very valuable to follow all twitter feeds related to CUSD200.

## **TOPICS FOR FUTURE DISCUSSION**

Early Learning Center – Schematic Design Update

5 Year Financial Projections

Master Technology Plan and Future of Instruction and Technology (FIT) Plan

## **ANNOUNCEMENTS**

January 20, 2018 – Chat with the Board, 9:00-10:30 AM, SSC

January 31, 2018 – Committee of the Whole, 7:00 PM, SSC

## **NEXT REGULAR MEETING**

January 17, 2018, 7:00 PM, Wiesbrook Elementary School

## **PUBLIC COMMENTS – Non-Agenda Items**

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Speaker	Carolyn Hoopes
Topic	FMSC Field Trip

**ADJOURNMENT**

**MOTION**

There being no further business to come before the Board in Open Session, Member Crabtree moved, Member Hanlon seconded to adjourn the meeting. Upon a voice call being taken, all were in favor and **the motion carried 7-0.**

The meeting was adjourned at 9:03 PM.

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**Chris Crabtree, Secretary**

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**Jim Vroman, President**