



PCCS Board of Director's Meeting
Tuesday, December 16th, 2025, at 7:00PM
Vicky Ranney Library
1571 Jones Point Road Grayslake, IL 60030

Board Present

Matt Earl Peyton Schrag
Rebekka Herrington Gabi White
Josh Pejsach Meghan Dawson

Staff Present

None

Call to Order President – Matt Earl called the meeting to order at 7:03 PM.

Motion to Approve Agenda – Moved by Rebekka Herrington, 2nd by Peyton Schrag; all votes aye.

Public Comment – No public present.

Discussion Agenda

1. Outreach Committee Pillars and Bylaws

- Gabi White shared details about the Pillars and Bylaws included in the packet, and the reasons for the proposed adjustment to the Bylaw. Gabi also shared that the original purpose of the Outreach Committee centered around attracting a more diverse student base to the school. The Outreach Committee is currently looking to keep that as a Pillar, while also clarifying the messaging to the public and the parents.
- Ankur Bhatia shared that he feels that this is good direction for the Outreach Committee, and a step closer to getting the measurable results the Board has long sought. Ankur did have a concern about community development and suggested that the fourth pillar could be about what PCCS gives back to the community. Leah Stender agreed that community development is a good idea, and Gabi White suggested that perhaps the name of the Attract & Retain pillar be renamed to Community Development because there is significant overlap. Additional service opportunities were discussed.
- Peyton Schrag suggested merging the Educate and Celebrate pillars, keeping Attract & Retain, and layering in Community Development as the third pillar. Peyton also asked about how much the Outreach Committee was able to do versus what the school and administration would have to take on. Gabi White clarified what the Committee can do and what they can't as a governing committee and additionally clarified that the Outreach Committee is being slated as the communication arm of the Board.
- Matt Earl suggested that all these options be discussed, while also encouraged the Committee to keep the original purpose of the committee in mind. Steve Heroux agreed that additional communication is a good thing but raised the concern of ensuring the Board continues to communicate in one voice.
- Gabi White also shared the reasons behind the suggested changes to the Bylaws that would go to the Governance Committee for further review. Matt Earl suggested that the proposed Bylaw should contain more of the original language, agreeing that adding to the Outreach Committee's purview is preferable to changing the purview.

2. Update on Board Planning / Next Steps

- Matt Earl shared that he met with Bruce (the Board Retreat Facilitator) and discussed the document in the packet. Leah Stender asked about the summary that the Facilitator had discussed sending out, and Matt Earl clarified that they had been prioritizing the Executive Director Goals Process, but that he would be happy to send out the additional document subsequently.
- Rebekka Herrington asked for clarification surrounding next steps for the Board's goals from the Board Retreat. Gabi White shared concerns about the slower than anticipated progress towards goals for the Board. Matt Earl suggested that we begin to initiate a second Board Retreat and push forward to determine what the content will be, solidify a date, and determine who will conduct the retreat for us. Josh Pejsach asked if the Executive Director had shared his strategic plan with the Board, as that input would be valuable. Matt Earl recommended that we request the extant strategic plan from the Executive Director. Leah Stender recommended that we take the goals that the retreat determined along with the goals outlined by the Executive Director and work within the governance committee to determine the strategic plan, per the Bylaws. Rebekka Herrington committed to taking the strategic plan back to the Governance Committee and bringing a draft to the next Board Meeting in January.

3. Executive Director Goals Process / Evaluation Forms

- Rebekka Herrington shared the template and baseline formats for the evaluation forms. Josh Pejsach has agreed to make the modifications to the form(s), which will eventually work through the Governance Committee for potential adoption by the Board.

Consent Agenda:

4. Motion to Approve Open Session Minutes of Previous Board and Committee Meetings – Moved by Steve Heroux, 2nd by Meghan Dawson; all votes aye.

Closed Session:

Motion to enter Closed Session by Steve Heroux, 2nd by Leah Stender; roll call all votes aye.

Entered Closed Session at 8:27 PM

Discussion related to 5ILCS 120/2(c)(1) - The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity.

5. Executive Director Goals

Discussion related to 5ILCS 120/2(c) 21-Discussion of minutes of meetings lawfully closed under this Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes mandated by Section 2.06

6. Review of Closed Session Minutes.

Returned to Open Session at 9:35 PM.

Public Comment – No public comments.

Action Agenda:

3/5A Approve Executive Director Goals and Forms

3. Motion to approve Executive Director Example forms from the Governance Committee to move towards an ED evaluation format by Leah Stender, 2nd by Josh Pejsach, all votes aye.

5A. No motion taken.

6A Approve Closed Session Minutes moved by Steve Heroux, 2nd by Leah Stender, all votes aye.

New Business

Matt Earl committed to sending out the additional Board Retreat document.

Matt Earl requested an additional Board Meeting on Tuesday, January 13th at 7:00 PM to revisit and solidify the Executive Director Goals.

Josh Pejsach requested that the Board familiarize themselves with the ISBE Charter School Report Card.

Adjourn – Motion to adjourn by Steve Heroux, 2nd by Peyton Schrag; All votes aye.

Meeting adjourned at 9:41 PM.

A copy of the board documents for this meeting is available on the school web site.

Respectfully submitted by Steve Heroux, Secretary.

Thank you for attending the meeting of the PCCS Board of Education. Individual board members do not respond to public comment. For questions or comments, please e-mail the Board at board@pccharterschool.org. The PCCS Board of Directors consists of:

President: Matt Earl
Secretary: Steve Heroux
Peyton Schrag

Vice President: Rebekka Herrington
Meghan Dawson
Leah Stender

Treasurer: Ankur Bhatia
Josh Pejsach
Gabi White