

PCCS Board of Directors Meeting
AGENDA
Monday June 23, 2026 @ 7:00 pm
Vicky Ranney Library - 1571 Jones Point Rd
Grayslake, Il. 60030

Call to Order

Matt Earl

Public Comment

Discussion Items

1. Board Retreat Update
2. Committee Updates
3. 1st Reading of Amended *ED goal setting and review procedure*
4. Proposed Bylaw Amendments – First Reading
 - Article VI – Committee Structure, Composition, and Appointments
 - Article VII – Officer Nomination and Election Process
5. Executive Director Review Process

Consent Agenda

6. Approval of Committee and Board Meeting Minutes from Previous Meetings

Closed Session

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.

7. Review Closed Session Minutes from Previous Board Meetings

Discussion Related to 5ILCS 120/2(c)(11) Litigation, when an action against, affecting, or on behalf of the public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

8. Legal Bills

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.

9. Executive Director Review

Action Items

- 7A. Approve Closed Session Meeting Minutes from Previous Meetings
- 8A. Approve Legal Bills
- 9A. Approve Executive Director Review and Action Associated with that Review

New Business

Adjourn

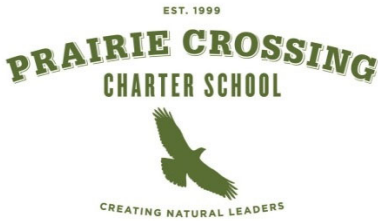
Thank you for attending the meeting of the PCCS Board of Education. Individual board members do not respond to public comment. For questions or comments, please e-mail the Board at board@pccharterschool.org. The PCCS Board of Directors consists of:

President: Matt Earl
Secretary: Steve Heroux
Peyton Schrag

Vice President: Rebekka Herrington
Meghan Dawson
Leah Stender

Treasurer: Ankur Bhatia
Josh Pejsach
Gabi White

Consent Agenda



PCCS Board of Directors
Meeting Minutes
May 26, 2026 at 7:00PM
Vicky Ranney Library
1571 Jones Point Road Grayslake, IL 60030

Board Present

Matt Earl
Josh Pejsach
Peyton Schrag

Steve Heroux
Gabi White
Meghan Dawson

Staff Present

Geoff Deigan

Call to Order – Matt Earl called the meeting to order at 7:04 PM

Public Comment – Katie Brzezinski shared how grateful she is for the 8th grade Washington DC trip, saying “It was such an incredible experience for him not just to visit the nation’s capital, but also to make great memories with his classmates.” Katie expressed her gratitude to the teachers and staff, and Geoff Deigan and the administration for everything they did to make the trip happen.

Recognitions – Uniqueness of a Personalized Education – Geoff Deigan shared some details about the unique details of our students’ educational experience, including:

- 5th Grade ‘Taste of the World’ experience led by “Laura Psimaras and Megan Loiacano, Katie Newby, Amber Burgess, and Nancy Reidy [who] helped our students present food from many of the cultures”
- 6th Grader camping trip, led by Tammy Steinbeck , Tammi Kontomichalos, Bea Reader, and Naomi Hershiser.
- Geoff also shared: *“When we talk about Whole child education – it really speaks to full circle education an example of that is the Kindergarten Screening process we do every May. Julie Parker and Marnie McKee - Lead the effort ... but there is a lot of others including Annie Gernady, September Larson Nicole Heyl, Renee Johnson Katie Vanderbilt and Laura Caruth and they stay with the young students to assess how we can best prepare for their entrance in the fall. While the students remain engaged Danielle Venegoni and Christine Jeffery take parents on a tour of the campus and help answer all of the questions surrounding releasing your child to a group of strangers. It was a great 2 days, the weather cooperated and it was a nice on ramp to our unique style of education here at PCCS To round that full Circle- our 8th graders embarked on their culminating trip to DC. But not without the prep, scheduling and design from Naomi and the commitment of the staff who offer their time to join the students -well beyond the scheduled day. This year Josh Flood, Ellie Jensen, Peter Zaragoza and Mindy Huska helped provide a memorable experience for our Amazing 8th graders”*
- Geoff also invited everyone to the Kindergarten Metamorphosis experience on June 3rd.
- Finally, Geoff invited everyone to watch and celebrate the Graduation Ceremony of PCCS’ **20th** 8th Grade class.

Discussion Agenda

1. Board Retreat Update – Peyton Schrag shared that he spoke again with the facilitator Beth Napleton, shortening the breakfast and lunch to better utilize time. Her proposed agenda will be available as early as tomorrow, including a short survey for Board Members to fill out ahead of time. Matt Earl reiterated that the retreat will be Monday, June 15th at Independence Grove, 8:30 AM to 3:00 PM. Peyton shared that the survey will be due on June 11th.
2. Committee Updates –
 - Governance – Rebekka Herrington shared that they prioritized the standing committee policy for review. Rebekka reiterated that all committees should revisit their activities and goals as they pertain to the standing committee policy and ensure that the documentation is aligned. Discussion about Board composition and committee appointments ensued. Additionally, Rebekka shared that the committee discussed the use of Artificial Intelligence tools (AI), and how or whether to put that into policy.
 - Academics – Matt Earl shared that they discussed the Summer Math bridging and now ELA enrichment programs. Matt confirmed that these are largely funded by grants, and that staff have been arranged to support the offerings. The committee also discussed MTSS presentations, sharing that Tony Zamiar and two other staff members were there to present how the school meets the needs of their students, and progress in training on CARES and restorative practices. The committee also discussed (under new business) the possibility of creating a National Junior Honour Society (NJHS).
 - Finance – Ankur Bhatia shared that the Finance Committee discussed the current cash flow state, and that charter requirements. The committee began a deep-dive of salary, specifically the ratio of instructional salaries versus administrative salaries, with the goal being an objective comparison with comparable entities. The committee reviewed the proposed FY27 budget (included in packet) and voted to Approve the budget with the recommendation that the Board do the same. Finally, Ankur shared that they have begun the review of the Finance Committee policy, which will be led by Josh Pejsach. Moving forward, Ankur shared that they are going to continue their deep dive on the Fine Arts Building, pending results of the Solar Panel addition later on in the meeting.



3. 1st Reading of the *ED goal setting and review procedure* – Rebekka Herrington discussed the changelog included in the packet surrounding the document. Rebekka highlighted that this document is a ‘Procedure Document’, of which there are not many. Meghan Dawson discussed the alternating year schedule, clarifying the language of the procedure as written. Leah Stender clarified that ‘external’ specifically denotes a 3rd party-led survey as opposed to one taken internally and recommended that the language be changed. Meghan also asked who handles the personnel records for the school, and Geoff shared that the information was handled by Jannette Siegel and Ingrid Harrison.
4. 2nd Reading 200.8 *Executive Director Evaluation Procedure & Resolution* – Rebekka Herrington led the 2nd Reading of 200.8 (included in packet). Rebekka noted that if the Board votes to adopt the new Policy 200.8, she also asks that the Board vote to rescind the previous policy (listed in Action Agenda).
5. FY27 Proposed Budget – Matt Earl shared that the Finance Committee took a close look at the budget and voted in favour of its approval. Geoff Deigan shared that, as is usual, the budget is built largely on some assumptions that may change relating to student population from other districts, and some other Closed session discussion items. Geoff asked for the Board’s approval today, pending any potential material changes in September that would return to the Board for additional approval. Meghan Dawson asked for clarification on Transportation expenses, and Geoff clarified that the increased amount is based on expected increase in need/demand. Josh Pejsach shared concerns regarding the administrative versus instructional costs, and shared that he would like more clarification before he votes in favour of a budget. After some additional discussion, Ankur Bhatia reiterated that those ‘deep-dive’ discussions take place during Finance Committee meetings and encouraged those with questions to attend.
6. FY26 Final School Calendar Deliverable – Matt Earl shared that approval would mean the calendar will align with local school calendars.
7. Review Recommendation of Solar Panel Proposals for Fine Arts Building – Details of the clarifying questions are in the packet. Geoff Deigan shared the contractor’s response, including a revised proposal and the contract is provided as well. Looking for approval tonight so it can get on the schedule ahead of the summer. Meghan Dawson asked a clarifying question about potential charging stations, but Geoff shared that there isn’t a concrete plan for them in the proposal at this time and can be tabled for future discussions.

Consent Agenda

8. Business Manager Report – April Financial Statements included in packet.
9. Motion to Approve Open Session Minutes of Previous Board and Committee Meetings – Moved by Steve Heroux, 2nd by Meghan Dawson; all votes aye.
10. Motion to Accept Reports on Consent Agenda – Moved by Rebekka Herrington, 2nd by Steve Heroux; all votes aye.

Motion to enter Closed Session by Steve Heroux, 2nd by Leah Stender; roll call, all votes aye. Closed session was entered at 8:24 PM.

Closed Session:

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.

11. Review Closed Session Minutes from Previous Board Meetings

Discussion Related to 5ILCS 120/2(c)(11) Litigation, when an action against, affecting, or on behalf of the public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

12. Legal Bills – OMITTED BECAUSE NO LEGAL BILLS INCLUDED

Discussion Related to 5ILCS 120/2(c)(11) Litigation, when an action against, affecting, or on behalf of the public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

13. Charter Authority

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.

14. Executive Director Review

Exited Closed session at 9:32 PM.

Public Comment – No Public Present

Action Agenda

4A – Approve 200.8 Executive Director Evaluation Procedure & Resolution – Moved by Rebekka Herrington (changing the name to ‘Executive Director Evaluation and Goal Setting Policy’), 2nd by Gabi White; all votes aye.

4B – Rescind Associated Resolution which established the personnel committee – Moved by Steve Heroux, 2nd by Josh Pejsach; roll call, all votes aye.

5A – Approve FY27 Budget – Moved by Steve Heroux, 2nd by Ankur Bhatia; roll call:

- Matt Earl – Yes
- Rebekka Herrington – No
- Ankur Bhatia – Yes
- Steve Heroux – Yes
- Josh Pejsach – No
- Leah Stender – Abstain
- Gabi White – No
- Meghan Dawson – No
- Peyton Schrag – Abstain

Result: 3 Yes, 4 No, Motion does not carry

6A – Approve FY26 Final School Calendar – Moved by Rebekka Herrington, 2nd by Leah Stender, all votes aye.

7A – Approve Contractor for Solar Panels for Fine Arts Building – Moved by Steve Heroux, 2nd by Rebekka Herrington; roll call all votes aye.

11A – Approve Closed Session Minutes from Previous Board Meetings - Moved by Leah Stender, 2nd by Rebekka Herrington; all votes aye.

12A – Approve Legal Bills – No Legal Bills, no actions taken.

New Business: Rebekka Herrington discussed that we will be electing a new Executive Committee in October, and wanted to discuss procedures currently in place, as nominations and elections take place in the same meeting; instead, Rebekka discussed possibly having the nomination process take place 6-8 weeks ahead of time.

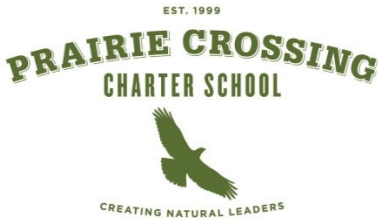
Adjourn – Motion to adjourn by Steve Heroux, 2nd by Leah Stender; all votes aye.

The Meeting was adjourned at 9:40 PM.

Respectfully submitted by Steve Heroux, Secretary.

Board documents for this meeting are available for viewing on the school web site.

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Secretary: Steve Heroux	Meghan Dawson	Josh Pejsach
Peyton Schrag	Leah Stender	Gabi White



**PCCS Board of Directors’
Meeting Minutes
June 1st, 2026 at 7:00PM
Fine Arts Building
1601 Jones Point Road Grayslake, IL 60030**

Board Present

Matt Earl
Josh Pejsach
Leah Stender

Steve Heroux
Gabi White
Meghan Dawson

Staff Present

Geoff Deigan

Call to Order – Matt Earl called the meeting to order at 7:00 PM

Public Comment – No public present.

Discussion Items

- 1. FY27 Proposed Budget/Cost Analysis Comparison** – Matt Earl shared that we are here to discuss the Proposed Budget included in packet, along with a side-by-side comparison. There was also a request for detailed cost breakdowns by role and GL code which was also included. Additionally, Matt shared some implications of not having an approved budget, including inability to meet out deliverables with ISBE, inability to enter contracts with teachers and vendors, and an inability to enter contract negotiations. Finally, Matt shared some details of past precedents in terms of honouring the guidance of the Finance Committee.

Gabi White shared her concerns that while they could attend the Finance Committee meeting, they don’t have a voice on the committee unless they join. Additionally, Meghan Dawson shared that the packets were not emailed out to all Board members, which she felt created an ill-prepared presentation of the budget.

Ankur Bhatia shared that there was a deep dive on the proposed budget in the Finance Committee meeting, and that this has been the norm for Board governance for the past 6 years.

There were additional detailed questions, fielded by Ankur Bhatia and Geoff Deigan. Rebekka Herrington shared that she doesn’t feel there is enough time built into the budget cadence to ensure adequate Board discussion, and that moving forward the budget discussion should begin sooner in the calendar year. Additionally, Rebekka had some additional specific questions surrounding year-over-year variances.

Josh Pejsach asked for clarification about how this budget aligns with our cultural priorities discussed previously and Matt Earl confirmed that this budget aligns staffing and administrative priorities with the school’s cultural pillars.

Josh Pejsach asked Geoff Deigan about staff versus administration salaries, and Geoff shared his projections of the future cost allocations.

- 2. FY27 Board and Committee Cadence of Meetings** – Matt Earl shared that he looked these over and they worked for Academic Excellence and Executive Committee. Rebekka Herrington shared that in her view, the committee meeting cadence in general should be increased to six (6)/year rather than quarterly. Geoff Deigan agreed, recommending the Board approve the Board meeting schedule and table the Committee Meeting schedule pending future discussion and alignment.

Rebekka Herrington additionally shared that she believes the Executive Committee should also meet quarterly.

Action Items

- 1A. Approve the FY27 Proposed Budget** – Moved by Rebekka Herrington, 2nd by Leah Stender;
Roll call:
- a. Matt Earl – Yes
 - b. Rebekka Herrington – Yes
 - c. Ankur Bhatia – Yes
 - d. Steve Heroux – Yes
 - e. Leah Stender – Yes
 - f. Gabi White – Yes
 - g. Josh Pejsach – Yes
 - h. Meghan Dawson – Yes

Ayes – 8
Nays – 0
Motion carries.



2A. Motion to Approve the FY27 Board Meetings Calendar – Moved by Rebekka Herrington, 2nd by Leah Stender; all votes aye.

New Business – Matt Earl committed to clarifying the committee meeting cadence at a future meeting.

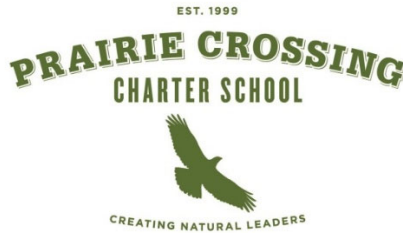
Motion to Adjourn by Steve Heroux, 2nd by Leah Stender; all votes aye.

Meeting adjourned at 8:05 PM.

Respectfully submitted by Steve Heroux, Secretary.

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**PCCS Board of Directors,
Governance Committee Meeting
Minutes
Tuesday, February 24, 2026 @ 6:00 pm
Wright School House/Library
1571 Jones Point Rd
Grayslake, Il. 60030**

Call to Order – Rebekka Herrington called the meeting to order at 6:17 PM.

Public Comment

No Public Present

Discussion Items

1. Review Executive Director Performance Review form
 - Reviewed evaluation form that was presented by Leah Stender
 - Discussed next step to connect the form to excel output created by Josh Pejsach.
 - Informed about new board folder so that we can save google docs
 - Need to include a comment section for each option
 - Consider a survey option for full school survey
2. Review Policy 200.8 - Executive Director Evaluation
 - Consider if we need to include the template within the policy.
 - Outline how smart goals will be written
 - Limitation on specific detail within the policy to allow for adjustments without changing the policy
3. Review Policy 200.24 – Standing Committees
 - Tabled for another meeting

Action Items

- No Action items at this meeting

New Business

- None noted

Adjourn

- Motion to adjourn made by Gabi White, 2nd by Leah Stender; all votes aye.

The Meeting was adjourned at 6:59 PM.

Respectfully submitted by Rebekka Herrington, Committee Chair

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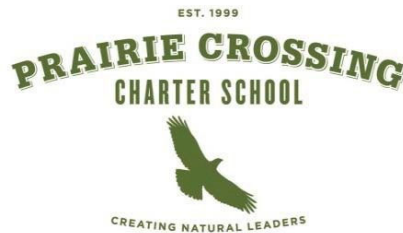
The PCCS Governance Committee of:

Chair: Rebekka Herrington

Gabi White

Leah Stender

Josh Pejsach



PCCS Board of Director's Meeting
Academic Excellence Committee Meeting Minutes
Tuesday, February 17th, 2026, at 6:00 PM
Vicky Ranney Library
1571 Jones Point Road Grayslake, IL 60030

Committee Members Present

Matthew Earl
Gabi White

Peyton Schrag

Jenny Jin Diehl Sims

Staff Present

Ms. Ellie Jensen
Mr. Tony Zamiar
Emi (Therapy Dog)

Call to Order –Meeting called to order by Matthew Earl at 6:00PM

Public Comment - None

Discussion Agenda

1. Update on PCCS Therapy Dog Utilization – Ms. Jensen presented a Therapy Dog Utilization review for the committee and was joined Emi (the PCCS Therapy Dog) and Mr. Zamiar. Emi has been with PCCS for coming on 12 months and Ms. Jensen reported successful systematic approach for reserving and/or pairing Emi with students and classes in need. Students can opt out of Therapy Dog utilization, with around 1% opt out rate to date. Emi has been to each classroom over service time, as well as supporting conferences, meetings, etc. There are currently no student plans that require therapy dog support as a condition. No known significant issues with current policy or procedures related to Therapy Dog utilization. Ms. Jensen and Mr. Zamiar will discuss opportunities to expand Therapy Dog resources with curriculum and public facing appearances. Gabi White verified with Mr. Zamiar that the Therapy Dog program is accounted for in the PCCS safety plans. There is an opportunity or PCCS to donate to Canines for Comfort; either in monetary or other means.
2. ISBE 5 Essentials – Mr. Zamiar shared an overview with the committee, including that the 5 Essentials survey has been shared with parents and teachers, and will go out again this week with a reminder to parents. Currently 28 staff members and 92 parents have responded. The committee reviewed some of the questions within the survey with Mr. Zamiar. The 5 Essentials survey was developed and is maintained by the University of Chicago. The plan is for the students to have time designated for completing the survey on 2/23 and 2/24, with make-up opportunities for those who are unable to complete on those dates. The committee appreciated all of the planning and action to date.
3. Electives Feasibility at PCCS – Mr. Zamiar gave the committee an update that Elective options are currently within a feasibility review within PCCS, with several staff members supporting the assessment. If available, it is likely that only grades 6-8 would be within scope, due to complexities related to scheduling and resource availability. Staff would need to be available to take on this additional instruction, K-5 schedules would still be impacted due to multiple shared resources, and administration has engaged with other local schools to discuss how their electives may be operationalized.

4. IAR Assessment Update – Mr. Zamiar shared with the committee that IAR assessments for grades 3-8 is currently planned for week of March 3-10, with planned communication ahead of time. ISA assessments are planned for grades 5 & 8 the week of April 6. Make-up assessments will be made available for those who were not available to complete them at the regularly scheduled windows. In discussion it was noted that some of the assessment software is incompatible with some of the older generation Chromebooks, however the are plans to update / replace those units ahead of time, and a backup plan if needed. Peyton Schrag asked about other assessments, and it was noted that NWA MAP testing is completed in the fall, spring and as needed in the winter seasons.

Action Agenda:

None Slated

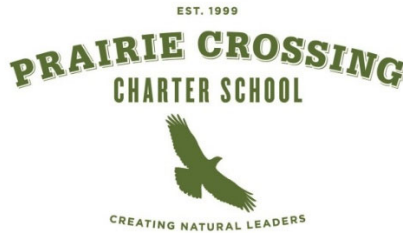
New Business

1. CARES / Restorative Practices / Natural Leaders Overview – Committee Member Peyton Schrag recently attended a session centered on the use of Restorative Practices. Restorative Practices themselves are core to PCCS' CARES approach. Jenny Jin Diehl Sims suggested that she would like to have an overview of the Natural Leaders recognition program, which is aligned with the PCCS CARES approach. The AEC will work with Mr. Zamir to have staff present to discuss each of these items and how they coordinate with each other.
2. Spanish Curriculum Overview – Peyton Schrag suggested that the committee invite discussion related to the approach and goals of the current PCCS Spanish program. The committee in turn will collaborate with administration to arrange for a Spanish overview at a following meeting.
3. Canine for Comfort Discussion – The committee wanted to round back to a possible donation initiative for Canines for Comfort, in recognition of Emi (Therapy Dog) coming from Canines for Comfort, and the services rendered to PCCS.

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

Meeting adjourned at 7:12 PM.

Respectfully submitted by Matthew Earl



**PCCS Board of Directors,
Outreach Committee Meeting Minutes
Tuesday, April 14th, 2025 @ 7:00 pm
Wright School House/Library
1571 Jones Point Rd
Grayslake, Il. 60030**

Call to Order – Gabi White called the meeting to order at 7:08 PM.

Public Comment – No public present, no comments.

Discussion Items

1. **Review Newsletter Ideas and examples** - Gabi White led the discussion around ways to make the Board Newsletter efficient and impactful, including leveraging draft minutes, constant contact, and including educational articles. Additionally, it was suggested that a repository of articles be created for inclusion throughout the year. Some suggestions for topics include:
 - Public Comments - rules
 - Definitions of all standing Committees.
 - Defining the term 'Governance' versus 'Managing'
 - A discussion of the difference in roles and responsibilities between the PSO and the Board.
2. **Prairie Crossing Neighborhood and Carpool Issues**
 - *What can we do as outreach?* – Gabi White led the discussion surrounding how the Outreach Committee can work to help the Administration clarify the rules for 'walkers' and 'bikers' for new parents.
 - *What can we do to connect with administration?* – Gabi suggested that the Board may want to direct Outreach to help work with administration on how we can come up with a short-term and long-term plans to improve the carpool process, including:
 - A Comprehensive plan to ensure safety of all parties
 - Encouraging more families to connect and carpool
 - Supporting Administrative efforts in clarifying and enforcing carpool guidelines.
3. **Brainstorm** – No discussion, tabled for next time.

Action Items

1. Provide newsletter information to the board - yes

New Business

Implement a stop time for the meeting – max 1 hour and 15 minutes.

Adjourn

- Motion to adjourn - Rebekka Herrington, 2nd by Meghan Dawson. All votes Ayes.

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The PCCS Outreach Committee Consists of:

Chair: Gabi White	Rebekka Herrington
Meghan Dawson	Rebecca Daugherty